Abstracts
MEASURING THE EFFECTIVENESS OF METAPHORICAL ADVERTISEMENTS TO YOUNG MALE PROFESSIONALS IN BAGUIO CITY

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Metaphorical advertisements is a kind of advertising technique that uses metaphors to illustrate a product function or benefit. This type of advertisement is not common in the Philippines compared with straightforward or direct advertisements which Filipino consumers are accustomed to. This research aims to examine the effectiveness of metaphorical advertisements to young male professionals in Baguio City. The findings of this study will broaden the knowledge of the advertisers in the Philippines; it will allow them to explore more possibilities in creating exceptional advertisements in the future. Three Hundred Eighty (380) young male professionals participated in this study. The data was gathered through a survey questionnaire using multiple choices, and a 4-point Likert Scale. The questionnaire measured the consumers' capacity to interpret the metaphor, their attitude toward the ad and the brand, and the influence of the advertisements to make trial and purchase. The quantitative data was measured through frequency counts, and percentages. The effectiveness of the advertisements was measured through Average Weighted Mean, and the ANOVA was used to test for significance. Initial findings showed that using metaphors to advertise product has a positive effect in the consumers’ attitude. Four out of the five metaphorical advertisements were interpreted correctly and were rated “High” by the respondents in terms of influencing the consumers’ attitude toward the brand, the ad and to make trial and purchase. Results of ANOVA states that perceived attitude toward the ad, brand and influence to make trial and purchase are not significant in measuring the effectiveness of the metaphorical ad toward the consumers. Findings also revealed that majority of the respondents interpreted the metaphor correctly and 66.29% of them favored to see more metaphorical advertisements in the future. Therefore, the study suggests that the use of metaphors in advertisements is effective and it can be used in the Philippine setting. However, the effectiveness of the ad may still depend on the kind of consumers.

DETERMINING THE EMOTIONAL TONE OF BRANDED VIRAL VIDEOS THAT AFFECT FORWARDING INTENTIONS AND BRAND RECALL OF FILIPINO MALE AND FEMALE YOUTH MARKET

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The creations of videos with branded content, uploaded on the internets that are rated viral have attracted advertisers recently. These videos are rated viral due to their advantage over television commercials placed on local television networks. Sharing the same objective of propelling a brand to be noticed and remembered, advertisers and producers alike endeavor to understand and replicate virality of ads online. Several studies indicate that emotional tones being the stronger factor of creating virality of online videos. These studies have prompted the researcher to analyze the emotional content of online advertising that has gone viral in 2013.
Further, the researcher aims to probe whether these emotions indeed create brand recall. The proposed study follows a three-step procedure of first screening the top 20 viral ads of 2013 as rated by Unruly Media Limited in order to extract the six videos that best represent the six basic emotions. The quantitative screening suggested that out of the 100 coders despite being viral ads, registered low on viewership percentage for Philippine youth market. On the other hand, this proposed study supports previous research that suggests positive emotions as the dominant emotion and has the highest percentage of being liked. On the other hand, negative emotions consistently registered low intensity in all six videos and are often regulated by positive emotions. Initial findings also suggest that the positive emotion JOY is the most viral emotion; while, the negative emotion ANGER is the least viral. Central Tendency, Weighted Arithmetic Means (WAM) and Kurtosis through SPSS and MS Excel were used to identify the videos which video has the highest value under each category of emotional tone. The resulting six videos were further tested through Multi-regression and Causation to understand the relationships that affect recall and forwarding intentions with 300 respondents which served as the second step of the study. Response to purposive sampling was conducted through a combination of paper survey, controlled online survey and self-administered online survey adopted fromeSurv.org, an independent research website funded by leading research institutions. Brand recall is measured through delayed response interview.

**MOLECULAR PHYLOGENY OF PHILIPPINE Gynochthodes Blume AND Morinda L. (Rubiaceae) INCLUDING FOUR NOVELTIES IN THE TRIBE MORINDEAE**

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The tribe Morindeae of the family Rubiaceae contains five genera (*Morinda* L., *Gynochthodes* Blume, *Appunia* Hook.f., *Coelospermum* Blume and *Siphonandrium* K.Schum.). The Philippines presently has a total of 14 species of *Gynochthodes* while *Morinda* and *Coelospermum* are monotypic. The recent taxonomic amendment of Razafimandimbison and Bremer’s adopted a narrow circumscription of *Morinda* and a broad circumscription of *Gynochthodes*, which resulted to several nomenclatural changes in the tribe. The proposed transfer of the lianescent Philippine endemic *Morinda* species to its allied genus *Gynochthodes* raised the question whether this taxonomic treatment is supported by molecular dataset. To address this, plant samples collected from the island of Palawan specifically *Morinda elliptifolia* and four Morindeae species were sequenced and analyzed. A total of 65 sequences of combined *trnT-F* (cpDNA) and ITS (nrDNA) were utilized for phylogenetic analysis. Bayesian inference (BI) of combined DNA markers support the generic transfer of *Morinda elliptifolia* to *Gynochthodes* with strong support (PP=1.00). The genus *Gynochthodes* is characterized by marginal hairs along stipules and bracts; axillary, racemose or cymose inflorescences with white and shortly pedunculate flowers; recurved calyx tubes; and presence of long hairs within the tubes and on the lobes adaxial side of corolla. Other Morindeae species collected in Palawan (3 *Gynochthodes* cf. and 1 *Morinda* cf.) were
confirmed of their generic affiliation within the tribe. Comparisons between the Malesian Gynochthodes and Morinda have shed light to the proposal of four new endemic Philippines Gynochthodes and Morinda species. A taxonomic key and distribution for both genera and its species as well as descriptions and botanical illustrations for newly recognized species are provided in this study.

NUCLEAR RIBOSOMAL DNA (ITS) BASED PHYLOGENY OF SELECTED PHILIPPINE GUETTARDEAE (RUBIACEAE) AND A PROPOSAL OF NOMENCLATURAL NOVELTIES

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The pantropical Rubiaceous tribe Guettardeae is comprised of ~500 species distributed in ca. 22 genera which exhibit diverse morphological heterogeneity making the circumscription of its taxa problematic. This monophyletic tribe is represented in the Philippines by three genera namely: Antirhea Juss., Guettarda L. and Timonius DC. As part of the ongoing assessment of the Philippine Rubiaceae, a floral survey in the unexplored areas of Mt. Pocdol in Sorsogon, Mt. Redondo and Bucas Grande Islands in Surigao del Norte was conducted and six interesting Rubiaceae species were encountered. Morphological identification suggested that the species belong to Guettardeae by possessing the essential characters of the tribe. Hence, this study evaluated the phylogenetic positions of these aberrant Guettardeae species using multiple cladistic frameworks (Bayesian Inference & Maximum Parsimony) based from the Internal Transcribed Spacer (ITS) of the nuclear ribosomal DNA cistron to determine their generic affinities. Interestingly, following Mann & Bremer's taxonomic treatment of the tribe, four species nested on the Timonius clade with strong supports (PP=0.98; BS=95%) while two others revealed to be sister to Antirhea chinensis (PP=1.00; BS=98%). Detailed morphological examinations to facilitate species identification using traditional α-taxonomic modalities (e.g.; type specimens, expert determination etc.) were futile. Hence, new species of Timonius and Antirhea are hereby proposed: Timonius sorsogonensis Salamanes, Chavez & Alejandro, sp. nov., Timonius purpureus Salamanes, Chavez & Alejandro, sp. nov., Timonius ovariatus Salamanes, Abad, Chavez & Alejandro, sp. nov., Timonius sexflorus Salamanes, Abad, Chavez & Alejandro, sp. nov., Antirhea hirsuta Salamanes, Chavez & Alejandro, sp. nov., and Antirhea surigaensis Salamanes, Chavez & Alejandro, sp. nov. accompanied with comprehensive morphological descriptions, botanical illustrations, distribution maps, as well as their conservation status. This study is a substantial contribution to the ongoing inventory of Philippine Rubiaceae and yields additional information to the country’s biodiversity.

BIODIVERSITY OF THE PHYTOPLANKTON COMMUNITY STRUCTURE OF LAKE MOHICAP (SAN PABLO CITY, LAGUNA, PHILIPPINES)

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Phytoplankton communities are the primary source of energy in the aquatic ecosystems and they constitute the first trophic level of the food web. Its abundance and species
composition are influenced by the interaction of different physical, chemical and biological factors and therefore they are suitable for water quality evaluation. Lake Mohicap is one of the seven maar lakes of San Pablo City, Laguna. It primarily caters to aquaculture activities although the water quality has been reported to be in critical state by the Laguna Lake Development Authority (LLDA). This study aims to evaluate the phytoplankton community in Lake Mohicap in terms of species density, composition, succession and their relation to the different physico-chemical characteristics of the lake. Bimonthly collection of integrated water samples were carried out from April 2013 to March 2014. Water parameters such as dissolved oxygen, conductivity, pH and transparency were tested \textit{ex situ} while nitrates, phosphates, cell density and chlorophyll \textit{a} for biomass were tested \textit{in situ}. A total of 43 genera of phytoplankton under the division of \textit{Chlorophyta}, \textit{Cyanophyta}, \textit{Bacillariophyta}, \textit{Euglenophyta} and \textit{Dinophyta} were identified and recorded in the entire sampling period. Divisions \textit{Bacillariophyta} and \textit{Cyanophyta} were the most dominant groups throughout the year with \textit{Bacillariophyta} having the most number of genera. Pearson correlation coefficient results showed that \textit{Chlorophyta} were negatively correlated with transparency, temperature, phosphates and nitrates. \textit{Bacillariophyta} were negatively correlated with transparency but positively correlated with temperature, phosphates and nitrates. \textit{Euglenophyta} were negatively correlated with temperature, phosphates and nitrates, while \textit{Dinophyta} were negatively correlated with nitrates. \textit{Cyanophyta} showed no correlation with all the physico-chemical parameters of the water. Phytoplankton community structure in Lake Mohicap showed temporal variability and greatly influenced by the different physical and chemical factors affecting the species density and composition.

**DNA BARCODING OF SELECTED MEDICINAL PLANTS AND A NOVEL SPECIES of \textit{Begonia} (BEGONIACEAE) FROM SURIGAO DEL SUR MOUNTAIN RANGE**

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The province of Surigao del Sur in Southern Mindanao Island, Philippines, has a vast flora of medicinal and a good number of endemic plants. This study aims to identify and authenticate the medicinal plant species through barcoding technique using four chloroplast markers ($\text{trnH-psbA}$, $\text{matK}$, $\text{rbcL}$ and $\text{trnL-F}$). Sixty-six plants were randomly collected from a mountain range occupying three municipalities (Tago, Lanuza, Tandag) which belong to 31 families and 43 genera. Ten informants were surveyed about the self-care uses of these plants which include ten endemic species and are mostly represented by the family Rubiaceae. This study confirms that plants are still valued for medicinal purposes by the natives of Surigao del Sur. The species richness and diversity of plants in the area paved the way for the conduct of an ethnobotanical study which revealed the use, values consensus factors and fidelity levels of the 66 plants collected including ten endemic species. From the collected samples, a new species of \textit{Begonia} in section \textit{Petermannia} was identified and proposed as \textit{Begonia lanuzaensis}. This monoecious perennial herb species is endemic from Nabuywang mountain in Lanuza, Surigao del Sur. \textit{B. lanuzaensis} is allied to \textit{B. mindanaensis} Warb. and \textit{B. agusanensis} Merr. but is very distinct in having broad glabrous leaves. It shares the inflorescence of \textit{B. mindanaensis} and the leaf of \textit{B. agusanensis}. The species was named after Lanuza where it was collected. Out of 66 collected species, only 53 were selected for barcoding. The genomic DNA of the 53 medicinal plants were extracted, amplified and sequenced. The data analysis of the four markers $\text{trnH-psbA}$, $\text{trnL-F}$, $\text{matK}$ and $\text{rbcL}$ is currently on-going. Results of the PCR and sequence success rate revealed that $\text{trnH-psbA}$ had the highest success rate with 100% (}
followed by *trnL*-F 85% (45/53), *matK* 83% (44/53) and *rbcL* 34% (18/53). For sequence rate *trnH-psbA* and *trnL*-F had the highest sequence rate with 79% (42/53) respectively, followed by *matK* with 49% (26/53) and *rbcL* with 32% (17/53). Determination of sequence divergence is yet to be reported.

**DNA BARCODE AS AN EFFECTIVE IDENTIFICATION SYSTEM IN MOLECULAR AUTHENTICATION OF SELECTED MEDICINAL PLANTS: A CASE STUDY FOR BATANES GROUP OF ISLANDS AND COMMERCIAL MEDICINAL PLANTS IN QUIAPO, MANILA, PHILIPPINES**

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The extinction of medicinal plants from its natural habitat and incorrect plant identification may result in adulteration and substitution of herbal medicines in the market. There is a need to identify and authenticate the medicinal plants found in Batanes province, as well as those medicinal plants commercially sold in Quiapo, Manila and assess the most effective DNA barcodes using three chloroplast markers (*trnH-psbA, matK, rbcL*) and a nuclear marker (ITS). In this study, collections of medicinal plants were conducted in Batan and Sabtang islands of Batanes Province and commercially sold medicinal plants in Quiapo, Manila. The 65 medicinal plants collected from these areas represented 34 families and 63 genera dominated by Rubiaceae, Rutaceae, Fabaceae, Compositae, and Moraceae. Genomic DNA of the 65 medicinal plants was extracted, amplified and sequenced. Among the four evaluated markers for the authenticity confirmation of 12 commercially sold medicinal plants in Quiapo, *trnH-psbA* was the most easily amplified followed by *matK* and ITS. The ITS marker gave 100% sequencing success rate, followed by *trnH-psbA* and *matK* at 82% and 78%, respectively. In the BLAST analysis, *matK* proved to be the most successful and useful marker for identifying all samples up to the species level. For *trnH-psbA*, 7 out of 10 medicinal plants were identified to species level. Furthermore, the mean interspecific divergence computed using K2P revealed that *matK* had only 0.7% (0-1.6%), followed by ITS and *trnH-psbA* with 0.11% (0-2.6%) and 0.16% (0-9.7%). In line with the BLAST result, *matK* can discriminate one species to another due to the minimal intraspecific divergence. Thus, *matK* and *trnH-psbA* are potential barcodes for identifying commercially sold medicinal plants in Quiapo where details of plant morphology are insufficient. To date, data analysis is being conducted for the four DNA barcodes (*trnH-psbA, matK, rbcL and ITS*) of medicinal plants collected in Batanes Province. Results in the amplification of the four markers revealed that *trnH-psbA* has the highest PCR and sequencing success rate at 86% and 71% followed by *trnH-psbA, matK* and *rbcL*. For each marker, initial data alignment, total number of bases, and computed sequence divergence will be reported.
AN ASSESSMENT OF THE DRIVERS OF PRODUCTIVITY OF THE CONSTRUCTION WORKERS IN THE PHILIPPINES

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The up and down of the construction industry can be a sign of the economic status in the country. It shows the need of additional establishments by both public and private sectors. Labor occupies a major consideration in a construction project. The researcher aimed to find out the factors that may increase the productivity of the construction workers in the Philippines. A higher productivity of the laborers will reduce the time and sometimes the cost of the project. To gauge this, the researcher conducted a survey among foremen and engineers with a questionnaire comprised of factors gathered from related literatures that have been validated by selected experts of the industry. The data were processed using factor analysis. There are three groups of factors: economic factor, socio-psychological factors, and managerial factors. Only one interviewee considered managerial factors as the most effective factor, while all other interviewees considered economic factors. Majority of the laborers are under educated because of financial concerns, therefore economic factors weigh heavily why they stay in a job sites. Labor productivity in a selected scenario was measured using benchmarking. The result of the study will help manager to prepare incentive programs or rules and regulation that focus on the factor value by the laborers.

PERFORMANCE OF SELECTED EQUITY UNIT INVESTMENT TRUST FUND (UITF) THROUGH THE APPLICATION OF RISK-ADJUSTED RETURN

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The promising return and the aggressive risk nature of the Philippine equity market illustrate an opportunity for investors who seek professional asset management through bank affiliated Unit Investment Trust Fund (UITF). However, the high number of UITF products available presents a dilemma for investors who are in need to make an educated investment decision that does not limit on the returns of the portfolio, but also consider the fund’s associated risk. This paper focused on the portfolio performance of peso denominated equity UITF in the Philippines using risk-adjusted return. The study appraised thirteen (13) UITF for the years 2009-2013 on the market performance of Philippine Stock Exchange Index (PSEi) along with other UITF and used traditional risk-adjusted measures specifically: Treynor’s ratio, Sharpe’s ratio, Jensen’s Alpha and Information ratio. The variables used are monthly average returns of Net Asset Value per unit (NAVpu) of each fund and return on PSEi; and 91 day T-bill as the risk free rate. The findings suggested that peso denominated equity UITF on average underperformed the market and only five funds were above the PSEi benchmark. These superior funds are managed by Unionbank of the Philippines, AB Capital Investment Corporation, United Coconut Planters Bank and two funds from Banco De Oro Unibank. Moreover, the relationships between these risk-adjusted returns were also evaluated using Spearman rank correlation and resulted strong positive relationship at 1% level of significance.
THE IMPACT OF THE INTERNET ON THE TRAVEL AGENCIES IN THE PHILIPPINES

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The travel industry is continuously growing. This is evidenced by the number of international tourist arrivals which are expected to reach 1.8 billion by 2030 according to the United Nations World Tourism Organization. Being an industry highly driven by information, it’s compatibility with the internet provides the perfect opportunity to facilitate business for both travelers and suppliers at a lower cost. The transparency that the internet brings, become a challenge for travel agents. Now, they are competing with suppliers as well. This study aims to know the impact of the internet as a distribution channel on travel agencies by studying the perceptions of both the travelers and travel agencies on its advantages and disadvantages as well as on disintermediation. The results show that travelers between 26-45 years old with income of Php30,000 to 49,999 prefer to arrange for their own travel requirements by purchasing non-packaged or independent tour with Airline Websites as their preferred distribution channel followed by low cost carrier websites, while the top 3 factors that influence travelers for choosing to book online over traditional travel agents are Price, Ease and Convenience. Interestingly, these travelers still believe that services of traditional travel agents continue to be relevant because risks associated with traveling are minimized as the results of the travel agency efforts. The second set of questionnaires covering travel agencies as respondents show that Air tickets is the travel service affected the most by travelers booking through low cost carriers as the distribution channel that affects them the most. Majority of the travel agencies perceived advantages of providing internet based travel service are increase of speed, 24 hours service and savings on personnel cost. While the perceived disadvantages are impersonal service and high capital cost of putting up their own website. These travel agents believe that their future role in travel is to become more technologically advanced in order to compete with online distribution channels and to institute fees and levies for their services instead of commissions. Travel agencies who responded currently have their own websites and believe that it is beneficial to their business.

AN ASSESSMENT ON BRAND LOYAL AND BRAND SWITCHING SEGMENTS IN RESPONSE TO CONSUMER SALES PROMOTIONS OF ADULT MULTIVITAMINS

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In today’s competitive marketplace where customers may choose from an array of products and more so find it easy to switch brands, companies make use of different promotional tools to keep them satisfied and loyal. Among the tools, consumer sales promotion is one of the most widely used. It aids in boosting the demand for a specific product and may build brand loyalty. The aim of the study is to assess the effect of consumer sales promotion on brand loyal and brand switching segments in adult multivitamin brands available in the market. A survey was conducted using a 4 point likert scale type survey questionnaire. Data gathering was conducted within the vicinity of top chain drugstores in Metro Manila wherein respondents were purposively selected based on a specific requirement that they are multivitamin shoppers. Initial findings show that consumers tend to be brand loyal to their brand of choice even if the
brand is not available in the store during their visit. Meanwhile, a comparison of the mean scores of loyal and non-loyal consumers shows that consumer sales promotions have more influence on the brand switchers as compared to the loyal consumers. Also, among the different types of consumer sales promotion, price discounts have more influence on brand switching behavior of the consumers.

**MEASURING EFFICIENCY AND PRODUCTIVITY OF UNIVERSAL AND COMMERCIAL BANKS: DEA AND SFA APPROACH 2004-2012**

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This study examines the overall technical efficiency and productivity level of 12 Universal and 3 Commercial banks in the Philippines. The selected banks’ technical efficiency and productivity level were measured by parametric (Stochastic Frontier Analysis - SFA) and non-parametric optimization techniques (Data Envelopment Analysis - DEA). DEA typically focuses on best resource allocation and output generation with the use of available technology in a bank operation. SFA concentrates on technical inefficiency of the banks’ operations as supporting evidence to DEA results. This paper analyzes the technical efficiency and productivity of each bank for a period of 9 years (2004 to 2012). Cross-sectional and serial analyses showed that efficiency change (effch) or cost efficiency and technical change (techch) caused the improvement in productivity of selected banks from 2004 – 2012. Scale efficiency change (sech) or advantageous conditions in the operation of the banks and pure efficiency change (pech) or managerial efficiency caused the banks to be cost efficient (effch). Kruskall-Wallis test for ranks showed that five (5) banks were consistent in occupying top 3 spots in their cost efficiency performance. The most productive scale size (MPSS) describes best performance where banks achieved 100% performance in cost efficiency (crste), managerial efficiency (vrste) and advantageous condition (sech) in their operation. Hence, the best performing bank operates at constant returns to scale. There are 5 best performing banks that reached their most productive scale size with no shortage in their output targets and no excess usage of inputs. The 10 least performers operated at decreasing or increasing returns to scale and didn’t achieved the most productive scale size condition. A 100% increase in inputs usage (operating expense, total deposit and interest expense) affect total loans by 7.8%, 55.5% and 16.5%, respectively. The combine effects of the inputs (79.8%) implied decreasing returns to scale (drs) operation. This indicates banks operate and received total loans at a decreasing rate per year. Older and larger asset size banks were more efficient in their operation than younger and smaller asset size banks. Publicly (government) owned and commercial banks are technically efficient in their operations than private and universal banks.

**EFFECTIVENESS OF PROMPT CORRECTIVE ACTION FRAMEWORK ON PROBLEM BANK RESOLUTION IN THE PHILIPPINES**

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This study aims to determine whether one of the supervisory tools of the Bangko Sentral ng Pilipinas which is the Prompt Corrective Action (PCA) Framework can influence and/or alter
the behavior of financial institutions in the Philippines which pose threat to the financial system. Placing problem banks under receivership could be costly as the Government, through the Philippine Deposit Insurance Corporation, will be required to pay the insured depositors of a closed bank. Hence, to prevent the further deterioration of a bank’s resources which could lead to its potential closure, banks with deficient capital and/or those with serious supervisory concerns are being initiated under PCA. The effect of PCA Framework to CAMELS, solvency, profitability and governance on distressed banks was assessed in this study. Initial results show solvency is affected by capital adequacy ratio, tier 1 ratio, and leverage ratio at 5% level of significance. A Stochastic Frontier Analysis reveals that banks reduced inefficiency after the implementation of PCA. The study used the error component model that assumes a general truncated normal distribution (mu ≠ 0) and half normal distribution for the inefficiency component. This indicates that the error and the inefficiency component show normal and half normal distributions. This also implies that majority of the selected banks under PCA have displayed weak financial growth.

AN EVALUATION OF THE FINANCIAL PERFORMANCE OF SELECTED INSTITUTIONALIZED CONSUMER COOPERATIVES IN THE UNIVERSITY BELT

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Cooperative has existed with a goal in mind to provide maximum benefits to its members and promote the spirit of cooperativism that is based on their common interests for a common purpose. The primary objective of consumer cooperatives is to fulfill the needs and wants of the members and non-members who act as consumers as well. This study aimed at evaluating the factors that mostly affect financial performance of selected institutionalized consumer cooperatives in the university belt. Specifically, it aims to determine the impact of leverage, liquidity and customer satisfaction through customer services on the financial performance of the selected consumer cooperatives. This study can help expand and enhance the services that they offer by identifying the problems encountered by the consumers and providing solutions to the perceived problems. Through this, the cooperative would not only sustain and improve their financial performance but also formulate new ideas to encourage more members/customers to patronize their products and services. The study used a 5-year annual financial statement from 2009 to 2013 and a survey questionnaire was distributed to the members/customers of the cooperatives. Initial findings show that majority of the factors considered has an effect on the financial performance of the cooperative. Overall customer service satisfaction declines for every old or expired products displayed and price higher than the prevailing market price at 5% level of significance. Initial results show that as customers get older the more they ask for intensify quality control of the products and review/improve pricing scheme at 5% level of significance.
TRANSFORMATIONAL LEADERSHIP: THE KEY IN THE SUCCESS OF THE ORGANIZATION, PROFITABILITY OF THE BUSINESS AND LOW HUMAN CAPITAL TURNOVER AS APPLIED TO CONSUMER LENDING BUSINESS

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This study focuses on the role of transformational leaders in the consumer lending business of identified Universal bank. The study hopes to prove that by applying the four transformational leadership behaviors – idealized influence, inspirational motivation, intellectual stimulation and individual considerations, success of the organization can be achieved. This will be measured by the organization’s human capital stability as evidenced by low human capital turnover and the organization’s profitability. Survey questionnaires were used to gather the data while stratified random sampling was used to choose the respondents. Interviews with top executives were also conducted and financial statements were also gathered. Initial results suggested that the four leadership behavior as applied by the leaders of the organization directly affect the organization’s success as evidenced by human capital or employee retention and organization’s financial output.

THE EFFECT OF MARKET VALUE OF BANKS TO ECONOMIC GROWTH IN THE PHILIPPINES; AN EVIDENCE OF MERGER AND ACQUISITION FROM 1998-2013

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Because of globalization and competition, banks around the world are using bank merger and acquisition as means to develop larger and stronger financial institution. This paper will study how bank mergers and acquisitions (M&A) will affect financial development and economic growth in the banking sector of the Philippines. Financial development of the bank will be measured based on the market capital of banks across the country. The researcher will determine the valuation of the whole market in ratio to the aggregate corporate assets by using Tobin’s Q. The study will also prove if increase in market capital of banks thru M&A can positively affect the economic growth. To do so, multiple-regression will be used to investigate the effect on GDP, Inflation Rate, and Unemployment Rate of the Philippines. Quarterly data will be gathered from the year 1998-2013. Sources of data will come from electronic resources such as Osiris, the Philippine Stock Exchange, Bangko Sentral ng Pilipinas and the National Statistical Coordination Board.

EFFECT OF LIQUIDITY ON COMMERCIAL BANK PROFITABILITY IN THE PHILIPPINES

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The global financial crisis that happened in 2008-2009 highlighted the importance of liquidity to financial intermediaries. This paper examines the effect of liquidity on bank profitability of commercial banks in the Philippines taking into consideration the other internal factors.
and external determinants of profitability identified herein as bank size, GDP, interest rates, market share and financial indicators such as revenue, operating expenses, capital, and loans and deposits ratio from 2004 – 2013 financial statements of 13 commercial banks. The results show that profitability is affected by bank size, expense management, and capital. External determinants affect profitability revealing market concentration and government’s provision of a stable economic growth. Stable interest rate provides the inflow of loans and deposits with strict implementation of the bank reserves. On the effect of liquidity on bank profitability, initial findings reveals that banks that holds more liquid assets tend to show higher profitability. However, at a certain point liquid assets tend to have a negative impact on profitability.

VERTICAL DIVESTITURE THRU SPIN-OFF: A COMPARATIVE FINANCIAL ANALYSIS OF ABBOTT LABORATORIES, PHILIPPINES AND HOSPIRA, PHILIPPINES

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This research examines the pharmaceutical companies that encounter higher organizational complexities and negative impact on firm productivity together with the greater need for external funds and consideration for shrinking their boundaries. This is done via divestiture. A divestiture is the sale of a portion of a firm’s assets to an outside party, generally resulting to a cash infusion from the parent company. The study aims to quantify the positive and negative effects of vertical divestitures by means of spin off of the parent company (Abbott laboratories, Philippines) and the new company (Hospira, Philippines). A spin-off is defined as a transaction in which a parent creates a new legal subsidiary and distributes shares in the subsidiary to its current shareholders as stock dividends. The study will provide the trend of financial performance of vertical divestiture thru spin-off in pharmaceutical industry that happened in Abbott Laboratories, Phils. and Hospira, Phils on 2006. Financial performance of six (6) years was chosen for each period, hence, 2001 to 2006 for period A (pre-divestiture) and 2007 to 2012 for period B (post-divestiture) to determine the impact of divestiture in both companies. The Audited Financial Statements of Abbott Laboratories, Philippines from 2001-2012 and Hospira, Philippines from 2006 to 2012 submitted to Security and Exchange Commission (SEC) were plotted to establish the trend in financial performance. Financial ratios were used as the primary statistical tool to determine the effects of pre-divestiture and post-divestiture. These financial ratios are liquidity, asset management, debt management, profitability, and market value. Initial analyses showed favorable results on both companies. Abbott Laboratories, Phils. was financially stable during the pre-divestiture stage. On profitability, divestiture has no effect on the profit margin of Abbott, Phils. In the post divestiture stage while Hospira, Phils market acceptability was dependent on Abbott for the first three years after the divestiture. Hypothesis that the new company (Hospira, Philippines) could not be financially efficient was also negated.
MEASURING THE CULTURAL INTELLIGENCE (CQ) OF STUDENTS FROM SELECTED UNIVERSITIES IN THE PHILIPPINES WITH CENTERS OF EXCELLENCE/DEVELOPMENT STATUS AS A PREDICTOR OF CULTURAL COMPETENCE (CC)

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The Philippine's outsourcing industry, second to India, is suffering from "growing pains" as booming demand overtakes the supply of trained leaders (IBPAP, 2013). The objective of the study is to measure the Cultural Intelligence (CQ) of the graduating IT and Accountancy students from selected universities with Centers of Excellence (COE) and Centers of Development (COD) status based on the Commission on Higher Education's Memorandum Orders. CQ is relatively a new concept, but is now accepted as a relevant form of intelligence. CQ refers to a person's capability to adapt and to function effectively across cultures. The Cultural Intelligence Scale (CQS) developed by Dr. Linn Van Dyne and a self-administered Cultural Competence Scale (CCS) validated by selected Educators, Psychologists, HR Practitioners and Executives were used to measure the CQ and Cultural Competence (CC) of the students. While stratified random proportional sampling was used in the selection process of the respondents. Based on results of statistical tests, it appears that both cultural intelligence (CQ) and competence (CC) do not appear to create a separation across age, gender or number of countries visited. Tests prove however the importance of trainings in developing correct cultural behavior that eventually manifests as proper cultural knowledge, therefore improving cultural competence scores. Having preference on work or company, on the other hand, tend to have a negative effect on both CQ and CC. Relating CQ with CC, it is evident that across all CQ factors, the level of competence increases as the level of intelligence as shown by metacognitive, cognitive, motivational and behavioral factors improves. Translating this into a predicative model, using linear regression, consistent among factors, the higher the CQ score is, then the higher the CC score tends to become. This entails a strong, positive relationship between the two, especially for Skills and Awareness factor – the more culturally intelligent the students are the more culturally aware and skillful they ought to be.

A COMPARATIVE ANALYSIS OF THIRD GENERATION SUCCESSION PATTERNS AND CONTINUITY IN SMALL AND MEDIUM SIZED FAMILY OWNED BUSINESSES IN METRO MANILA

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Today, family owned businesses are recognized as important and dynamic participants in the world economy. Family businesses tend to have some advantages over other business entities in their focus on the long term, on their commitment to quality, and their care and concern for employees. Family businesses also face a unique set of management challenges stemming from the overlapping of family and business issues. The average life span of a business is only 24 years, wherein one third survives into the second generation and only 10-15% to the third generation. This study focused on succession patterns and how they affect family business continuity for the third generation small and medium sized family owned businesses. Interviews were conducted to collect primary data from nine owner-managers of third generation small and medium sized family businesses engaged in trading, service and
manufacturing businesses in Metro Manila. The researcher also conducted a survey among other family members who are active in the operation of the family business in order to validate the information provided by the owner-manager. Initial significant findings show that there is no proper succession pattern in family businesses but is mostly dependent on the family and business structure and most importantly the family relationships. Also significant is the finding that the continuity of the business is dependent on the family values of the successor and the business structure and his relationships to the stakeholders.

**STUDENTS’ SATISFACTION WITH INTERNET-BASED VIRTUAL CLASS**

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The development and advancements of technology enables businesses to adapt to the changing needs of customers. English, being the international language, is a necessity when it comes to communication. These improvements in the internet infrastructure and the demand of learning English language, organizations offer internet-based virtual class to customers. The study is a great contribution to the booming industry of online education in the Philippines. This study reveals the experience of the students and aims to determine the factors that affect the students’ satisfaction with online learning and analyze the service performance of home-based online English businesses. Thus, customer satisfaction is considered as the fundamental key for a business to be successful. The researcher conducted an unstructured interview and survey questionnaires with selected students via the internet who are taking online lessons. Initial findings show that majority of the students’ reason for studying English language is to learn conversation skills for their careers. Some factors that affect the students’ satisfaction level with online learning are clarity of internet connection and tutor’s environment at 5% level of significance. The results showed that usefulness of established data and information can help improve the overall quality of service performance of an internet-based virtual class.

**AN ASSESSMENT OF THE FINANCIAL LITERACY ON INVESTMENT OUTLETS OF BANK EMPLOYEES IN METRO MANILA**

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For those people having a hard time keeping up with the wide array of investment outlets, approaching financially savvy people or financial experts is the remedy. More often than not, people who have limited knowledge on investments would rely on what the bank’s marketing personnel would suggest, to help them become financially capable. These marketing personnel have a huge responsibility since their actions greatly affect not just the bank but their clients as well. This study aims to assess whether or not these front-liners are financially literate enough to assist their clients with regards to their investment needs. This study can also help banks determine if their front-liners are competent and well versed when it comes to investments. A survey was conducted to front-liners of selected local private banks and data was analyzed with correlation, Friedman test, data reduction and regression. Initial findings showed that front-liners with investment experience are familiar with investment outlets. Moreover, they consider guaranteed returns, client’s risk profile and client’s initiative as the top
three factors in recommending investment outlets. Although these respondents consider
themselves financially literate, they perceive that seminars and trainings can help them become
more confident in assisting, suggesting, and selling various investment outlets.

FINANCIAL ACCOUNTABILITY PERFORMANCE OF MAJOR STATISTICAL AGENCIES IN
THE PHILIPPINES

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President Aquino, promoting good governance via effective, efficient and economical
delivery of public services, signed Republic Act 10625 on July 23, 2013, also known as the
“Philippine Statistical Act of 2013”, an act reorganizing the Philippine Statistical System by the
creation of “Philippine Statistics Authority”, the union of the National Statistical Coordination
Board, National Statistics Office, Bureau of Agriculture Statistics and Bureau of Labor and
Employment Statistics. At present, the four agencies under PSA are undergoing a transition
period wherein restructuring of organizational functions are discussed as well as the
consolidation of the financial statements or financial accountability reports. This paper aims to
present the accountability performance of the four agencies through public financial
management of government funds to ensure smooth transition and turnover of fiduciary
responsibilities.

The study used the mixed method of evaluative data analysis of financial accountability
performance. Performance review, survey questionnaire in a five-point Likert Scale and
Interview questionnaire were utilized as instruments of the study. Performance review
comprises: a) analyses of actual outputs against target outputs and prior period outputs against
current outputs as reflected in the Report of Physical Operations, b) relations of different sets of
data, both financial and non-financial to one another, with analyses of relationships and c)
comparison of internally-generated report bases on the Statements of Allotments and
Obligations Incurred for the periods 2011-2013 which was shown in the Transparency Seal of
each government agencies. To establish materiality and reliable position on the findings, the
researcher compared it with other government agencies and allied institutions to see how they
are faring along with their commitments. Perception surveys for the financial and budget
preparers of the four statistical agencies and the other government institutions were also
conducted. Interviews were done to further confirm their answers in the survey and to further
validate the reports shown in their webpage. Initial results showed that the four statistical
government agencies and the other government institutions were efficient, effective and
economic in handling government funds and that they are performing their mandated tasks
along with the set targets of the Philippine Development Plan 2011-2016.
The European Union is a key player of the global economy. This study aims to review the causes of the current European crisis. This study focuses on the fiscal performance of selected European Union member countries. Panel data regression was applied to examine the relationship of fiscal deficits to interest rates. Gross Domestic Product is used as the dependent variable and securities, equities, inflation rate, interest rate and output gap are the independent variables. A direct relationship is expected between lower fiscal deficits and lower interest rates. This can be applied to the ASEAN to encourage lower fiscal deficits which could lead to lower interest rates.
CHEMOMETRIC DISCRIMINATION OF PHILIPPINE PANDANUS SPECIES THROUGH VOLATILE METABOLIC FINGERPRINT OF FTIR SPECTRA AND GC-MS CHROMATOGRAMS

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A novel approach for the chemometric discrimination of plant species, using short path gas phase Fourier Transform Infrared Spectroscopy (FTIR) was applied to several Philippine Pandanus species. Headspace was generated from each Pandanus sample after 40 minutes of incubation in a tightly sealed sample chamber. The static headspace generation parameters were optimized to increase the volatile metabolites generated from the pandan samples. A three-dimensional Principal component analysis (PCA) of 2nd derivative FTIR data, which accounted 91.9% of the total variance, showed effective clustering of the different Pandanus species.

DEVELOPMENT OF CHEMILUMINESCENCE SENSOR FOR HYDROGEN PEROXIDE MEASUREMENT BASED ON Co(II)-ENHANCED LUMINOL-H₂O₂ SYSTEM

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A hydrogen peroxide (H₂O₂) sensing scheme based on the chemiluminescence (CL) emitted by the Co(II)-enhanced luminol-H₂O₂ system is presented herein. The CL intensity was measured using a low-cost photodiode-based chemiluminometer employing two injection systems: batch-wise and flow injection method. The signal processing unit is composed of the following: silicon photodiode, load resistor, and a digital multimeter. A disposable semi-micro cuvette served as the detection cell for batch-wise analysis. The flow cell used for flow injection analysis (FIA) was assembled from polypropylene microcentrifuge tubes. The detection and flow cells were enclosed within a light-tight box to avoid interference from ambient light. Reagents delivery was performed using micropipettors and peristaltic pump for batch-wise and FIA systems, respectively. Reaction and instrument-centered parameters were systematically optimized. Under optimum conditions, the working ranges were linear from 7.08 x 10⁻⁶ to 1.91 x 10⁻⁴ M (R²=0.979) and 1.18 x 10⁻⁴ to 9.56 x 10⁻³ M (semi-log) (R=0.984) for batch-wise and FIA systems, respectively. Excellent repeatability (<6% and <10%; n=3) and reproducibility (2.17% and 6.39%; n=3) were recorded for batch-wise and FIA systems, correspondingly. The detection limit calculated using the 3SD/m criterion for the batch-wise method was 0.582 μM (n=11). The sensing system was evaluated using pharmaceutical and cosmetic preparations. The accuracy of the proposed method was validated using the AOAC official method for H₂O₂ assay, iodometric titration. The calculated percent errors values implied close agreement between the data obtained using the sensing system and those using the titration method. The proposed method is acknowledged to be of potential use for H₂O₂ measurements by virtue of its simplicity, short analysis time, sensitivity, wide linear range, good repeatability and reproducibility, cost-effectiveness as well as field-portability (batch-wise analysis) and semi automation capability (FIA).
TRANSFORMATION OF COOPERATIVE CREDIT UNIONS IN BANGLADESH TO A NEW PARADIGM.

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The study is the first research to explore the transformation of cooperative credit unions in Bangladesh to a new paradigm. The study aims to determine the New Model Credit Union Development (NMCUD) through the specific variables: ideology, organization, human resource, operating environment, marketing, member savings, member loan, financial discipline, financial structure, and the business environment performance (BEP). This study attempts to improve the business management performance (BMP), and encourage the credit unions in Bangladesh to adopt the attributes of the NMCUD which have been already proven successful in the other countries thus, a study of this nature becomes necessary. The key methodological tools are the survey questionnaire of 66 items gathered from 450 stakeholders in the Cooperative Credit Union League of Bangladesh Limited, expert panels, focus groups discussion, in-depth interviews, and the secondary data (audited financial statements and other documents) over the period of 2007 to 2013. The one-way analysis of variance (ANOVA) was utilized to test whether there are significant differences among the variables in large, medium and small credit unions. The structural equation modeling (SEM) was utilized for representing, estimating, and testing the effect of the BMP variables and the BEP. The descriptive statistics, correlation were also used to aid the accurate interpretation of the results. The ANOVA results showed that there are significant differences among the variables: ideology, organization, human resource, operating environment, marketing, member savings, member loan, financial discipline and financial structure of the large, medium and small credit unions at 0.05 significance level. On the other hand, member savings denote no significant difference among large, medium and small credit unions. The SEM showed significant effect of business management performances to business environment performances. The research yielded a robust and significant contribution to transform the cooperative credit unions in Bangladesh to a new paradigm.

PERPETUITY OF FAMILY-OWNED BUSINESS IN THE PHILIPPINES: A CAUSAL MODEL

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The prevalent worldwide trend among family-owned businesses reveals a pattern wherein these types of businesses do not survive beyond three generations. However, family-owned businesses have been identified to be significant contributors to the stability and development of most world economies (Gomez, Mejia et. Al., 2007; Hunter and Wilson, 2007). It helps create jobs and provide products and services that enhance quality life. This study hypothesized that there are external factors and internal factors that impact on family perpetuity. Thus, this investigation explored the factors that enable family-owned businesses to survive beyond the critical third generation mark and achieve perpetuity. Its ultimate purpose was to establish a causal model that describes predictors of perpetuity. It employed a causal-comparative research design and utilized Path Analysis to confirm hypothesized models. The
main data gathering tool used a Family Business Perpetuity Factors Survey Questionnaire which included internal and external factor-indicators that were theoretically grounded to impact family business perpetuity. A total of 903 family businesses in major cities of the Philippines were the units of analysis of the study. Measures were observed to ensure validity and reliability of the instrument. Key informant interviews were conducted to triangulate the quantitative findings of the study. Structural Equation Modeling analysis via Amos 20 feature of SPSS 16 was used to organize the data and further establish the path coefficients. The best fit model reveals significant paths of internal factors such as innovation, succession plan, and family stability to perpetuity. Data in the model further revealed that innovation is a significant predictor of perpetuity.

MODELING LEADERSHIP EFFECTIVENESS AMONG HIGHER EDUCATIONAL INSTITUTIONS USING PLS-SEM
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The leader acts as the primary mover and catalyst towards the realization of the organization goals and the followers' responses as consequences of how they perceive their leader. The positive traits and behaviors of the leader play a critical role in the process of unearthing their effectiveness. For this purpose, the construct of the leader's core self-evaluations [CSEs] was utilized for its effect on the followers by encouraging organizational commitment [OC]. Accordingly, this research studied the causal influences of the antecedents and consequences involved in shaping the followers' OC.

The aim of this research is two-fold: (a) to identify the causal relationship of the leader's CSEs on the followers' OC, and (b) to develop and explore a theory that will predict the followers' OC endogenous latent construct while maximizing the constructs of the leader's CSEs, transformational leadership [TFL], and ethical leadership [EL] using partial least squares approach to structural equation modeling [PLS-SEM]. Thus, this study formulated seven hypotheses. Using a survey questionnaire, data were collected in 11 higher educational institutions [HEIs] in Metro Manila. With 883 and 88 valid responses, thus, achieving a response rate of 57.05% from the followers and the leaders, respectively, a model of leadership effectiveness among HEIs through OC was established grounded on PLS-SEM.

Using PLS-SEM with bootstrapping estimation, the findings support the first five hypotheses of the proposed hypothesized research model linking positive and significant relationships between: (a) the leader's CSEs to the followers' OC [H1], (b) the leader's CSEs to TFL [H2], (c) the leader's CSEs to EL [H3], (d) TFL to the followers' OC [H4], and (e) EL to the followers' OC [H5]. However, the two mediating effects of: (a) TFL between the leader's CSEs and the followers’ OC [H6], and EL between the leader’s CSEs and the followers’ OC [H7] were not significant. The results of this study provide a theoretical framework and an in-depth analysis of the relative effect of the leader’s effectiveness among HEIs. This model emanated from the leader specific traits in the context of CSEs and the trickle-down effect of leadership effectiveness through the followers’ response in the context of OC.
KOMIKS AS TEXT AS CULTURE: A STUDY OF BUDJETTE TAN’S TRESE AND ITS FANDOM

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Comic book fandom in the Philippines was said to have started in the late 1920s, a few years after the quintessential comic strip Kenkoy created by Tony Velasquez and Romualdo Ramos was published in Liwayway magazine. The character became so popular that avid readers started to express enthusiasm for the medium and its content by creating their own art as a tribute to the character, most notable of these are poet Jose Batute’s poem and musician Nicanor Abelardo’s composition called Kenkoy Blues. The comic book has since gradually staked a significant position in popular culture with its mass appeal leading to a medium-audience confluence by the construction of fandoms. This audience-created community has been integral in the investigation of fans’ and the medium’s cultural consumption, production and reproduction, as well as the behaviors and expressions under which they are subsumed. The symbiotic nature of this community has inadvertently shifted the attention from the producers of the pre-existing text to fan-reproduced material. This research looked into this phenomenon following the resurgence of interest in comic books, colloquially known as komiks, particularly in Budjette Tan’s and Kajo Baldesimo’s Trese, a supernatural-detective fiction series.

Anchored on Pierre Bourdieu’s cultural consumption, Stuart Hall’s encoding and decoding model of communication and W. Pearce Barnett and Vernon Cronen’s coordinated management of meaning frameworks this study examined how fans consume and reproduce the source text for meaning-making and community construction. It has also analyzed the contemporary expressions of fandom, fans’ appropriation of the pre-existing text, and the resurgence of interest in Komiks by utilizing individual interviews and narrative content analysis. Using these methods and research design, this paper probed the correlation of the media text, the themes found in Trese and the fans’ own interpretation and reproduction of the content. As such, this investigation may expectedly create a meaningful space for exchange of ideas and dialogues between and among researchers in understanding the dynamics of fandom in Philippine popular culture and media studies, thus addressing the paucity of studies in said discipline.

FROM LUDIC TO FILMIC: A STUDY IN THE GENERIC TRANSFORMATION OF GAME-BASED FILMS

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In recent years, a number videogames have been adapted to movies. Despite the advances in game technology and the increasing number of adaptations coming to the screen, the success of the latter has been on thin ground (International Business Times, 2012). This
study of generic transformation had Street Fighter and Dead or Alive (DOA) videogames and their movie adaptations in 1994 and 2006, respectively as corpora of data.

The study used semiotics of narrative as its research method and narrative and generic transformation matrices as its instruments to find out how these combat-oriented videogames became the source texts of their movie counterparts. It revealed that the story and characters were modified to make it fit into a two-hour movie. The study also discovered a new genre in films that are based from the videogames; the Technoludic-action films.

**TEXT(S) IN TRANSITION: THE CULTURAL ECONOMY OF TRANSMEDIA STORYTELLING AS EXEMPLIFIED IN THE GRAVE BANDITS (2012)**

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This thesis studies the cultural economy of transmedia storytelling in the Philippine context. Transmedia storytelling is defined as the technique of distributing narratives in multiple media platforms. As originally a Western concept utilized mostly by conglomerates such as Disney and Fox, transmedia storytelling in the Philippines would have to be tailored to fit to the local culture and inclination of the audience, particularly in the area of independent media projects. The 2012 independent film The Grave Bandits, billed as the first transmedia film in the country, is a zombie-genre story set in the rural islands of the Philippines. It tells the tale of two boys who steal from graves until they are chased out of the town by the townsfolk and led to another island infested by zombies.

Using Roland Barthes’s Five Codes, Geoffrey Long’s Six Hermeneutic Codes, and Lisbeth Klastrup and Susana Tosca’s Transmedial Worlds, this study analyzes the film for negative capability, defined by Long (2007) as potential starting points for transmedia expansion. As The Grave Bandits focuses on the nature of zombies and their origin, a close reading of the film reveals that character motivations and qualities are rich in qualities for later exploration through separate narratives. Apart from the film’s close reading, this research makes use of cultural economic framework as well as political economy in the aspects of production and the creative. This tackles the conceptualization of the narratives and world-building in The Grave Bandits and its process of transmediation. Furthermore, the creation of a transmedia geography—in which social networking sites such as Facebook and Twitter are deployed—enables the transmedia project to invite and build an audience by allowing consumers to participate in discussions and make them feel involved in the zombie experience, while also doubling as external migratory cues (Ruppel, 2012) to link back to the feature film.
A/S/L: A CYBERWIFE’S MEMOIR

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Creative Writing²

In the late nineties, the internet gave rise to an unconventional type of romantic relationship: the cyber relationship, which continues to raise eyebrows even to this day. Stepping away from the more traditional type of courtship, the cyber or online relationship, more often than not, progresses from an exchange of sweet and innocent enough emails, to grandiose testaments of love like an engagement ring in the mail or an online wedding proposal. This thesis, a work of creative nonfiction, a memoir to be precise, is based on the writer’s life spanning ten years, from 1998 to 2008. It shows but a tiny sliver of the cyber relationship spectrum, but one which the writer believes could dispel some of the misconceptions and stereotypes people may have ascribed to Filipino women who are or have been involved in online relationships. The writer relied on her memory, pictures, and people’s testaments while writing this thesis to ensure that it is 100% factual. The writer also read works of various Filipino women writers and the works of the pioneers of nonfiction and experts like Gutkind, Dillard, and Didion for the more technical part of the writing process, in an attempt to maintain a healthy balance between creative and nonfiction, i.e. the form and the content. The writer learned in writing this thesis, that life is never black and white. It is never devoid of nuances, those tiny bits and pieces of gray that connect black and white in the color spectrum. No one person is a stereotype - absolutely good or absolutely evil. Everyone is a mixture of the two, and unfortunate things happen to saint and sinner and everyone in between.
DOES INTEGRATING SPIRITUAL ACTIVITIES IN MICROFINANCE LEAD TOWARDS CLIENTS’ BETTER STEWARDSHIP, ACCOUNTABILITY, AND CONFIDENCE?

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Studies confirmed that marketplace spirituality positively impacts individual performance. Yet, in micro-finance, such study remains a blind-spot, if not a blank-spot. Hence, this research employed the Theory of Planned Behavior (TPB) to investigate the impact of spiritual activities on the beliefs of Tanglaw ng Buhay Foundation (TNB) micro-finance’s clients toward biblical stewardship, accountability, and God-centered confidence. For TPB, beliefs affect one’s attitude on certain behaviors, perceived social pressure, and behavioral control which will lead to formation of intention to act. Indicators of beliefs here are clients’ saving, paying, and business risk-taking behaviors.

The study went through three stages: worked with 5 key informants to learn about TNB’s practices for survey questionnaires development; conducted 6 FGDs with 40 participants to increase understanding and to field test questionnaires; finally, randomly surveyed 832 TNB clients from all TNB branches as samples. Overall, the quantitative data indicated that while the scores of the three interrelated TPB constructs are high, indicating motivation to comply with the behaviors, Perceived Behavioral Control (PBC) is significantly ($F=4.76, F_{crit}=2.76$) lower than the other two. Likewise, less-than-a-month-long clients scored significantly ($F=5.61, F_{crit}=2.62$) lower than those with longer involvement signifying spirituality’s influence. However, this time-related score difference wanes after a month. Thus, spiritual activities like Bible Studies positively impact clients’ stewardship, accountability, and confidence. Efforts to deepen these beliefs however, should be continuous.

PEOPLE’S RISK PERCEPTIONS TO CLIMATE CHANGE AND DISASTER RISKS IN BASECO COMPOUND, TONDO, MANILA, PHILIPPINES

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Urban population growth rates at 2.24% are growing in tandem with the rate of growth of the slums at 2.22%. There are almost a billion people living in the urban squalor of the slums in the developing world. The onslaught of climate change has brought increased frequency and severity of the risks of natural hazards. The urban poor are very vulnerable due to climate change and natural hazards due to the precarious location of their informal settlements that also lack the reliable basic services. The research will explore the urban poor community of BASECO in Manila, Philippines. The study probes the residents’ awareness of climate change and perception of risk and their preparedness for natural disasters. Studies have often argued that people with low levels of risk perception tend to cope poorly on natural disasters while people with high levels are more likely to adjust better to the threats of natural disasters. The study will employ the mixed method research design, case study and descriptive correlational
method, field survey, interviews, focus groups and observation approaches. The analytical techniques will use statistical analysis. The original contribution to knowledge is a model using structural equation modeling (SEM) for predicting building resiliency and increasing adaptive capacity. Results of the path analysis indicates that Awareness influences Adaptive Capacity directly ($B= 0.136, p<0.01$) and indirectly ($B=0.437, p<0.01$). The total effects of Awareness to Efficacy ($B= 0.901, p<0.01$), Distress ($B= 0.584, p<0.01$), Risk Perception ($B= 0.692, p<0.01$), Concern ($B=0.628, p<0.01$), Resilience ($B= 0.541, p<0.01$), Responsibility ($B= 0.840, p<0.01$) and Adaptive Capacity ($B= 0.581, p<0.01$) are then derived from the model. The study validates the hypothesis for risk perception in the context of the urban poor and the structural constraints that subjugates the high level of risk perception. The study offers an operational framework for building resiliency and increasing adaptive capacity for climate change and disaster risk reduction in strengthening communities from the bottom up. There is a need for fundamental societal transformation by institutionalizing this strategy and integrate in the development plans and policies to lessen their impacts and guarantee that developmental gains are sustainable.

**Using Partial Least Squares (PLS) in Predicting Behavioral Intention for Telehealth Use Among Filipino Elderly**

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Despite the potential benefits of Telehealth (healthcare delivery at a distance), a digital divide among seniors remains prevalent with lesser attention on their acceptance as end-users of technology. Anchored on a theory of technology adoption, Unified Theory of Acceptance and Use of Technology (UTAUT), behavioral intention for Telehealth use among Filipino elderly was determined. The responses of technology-trained older adults ($n= 82$) were collected using a 12-item questionnaire adapted from Venkatesh, Morris, Davis, Gordon, and Davis (2003) on UTAUT. A Structural Equation Modeling was performed using Partial Least Squares regression for data exploration and model estimation. The study revealed that the UTAUT constructs, particularly effort expectancy ($ß= 0.319; p=.000$), have yielded a significant influence on the behavioral intention of elderly to participate in Telehealth. Further, gender showed no moderating effect on these variables. Results of the study supported the espousal of UTAUT Model as an indispensable framework in empowering older adults using Telehealth.

**Recruitment and Retention of Team Sports Athletes in the University of Santo Tomas: Policy Implications to Sports Development**

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The University of Santo Tomas has a prodigious sports program manifested by fourteen straight general championships in the University Athletic Association of the Philippines (UAAP) athletic competitions. Recruitment, considered the backbone of any university sports program (Dailing, 2003), as well as retention of student-athletes are not properly codified. This study examines the recruitment and retention policies of the team sports athletes of the University in
an attempt to develop a framework for the effective recruitment and retention of student-athletes. The study is limited to student-athletes from the basketball and volleyball teams and their coaches from 2009-10 to 2013-14. Some of these student-athletes were invited for interview on circumstances surrounding their recruitment to the teams. To determine first hand information on retention, interviewee included those who stayed only for a short period of time, as well as those who stayed for 3 to 5 years. Coaches were also interviewed on the same issues.

From the issues raised in the interview, questionnaires for both student-athletes and coaches were formulated. The instruments went through content validation, and the reliability of these was established at a Cronbach value of .92 for the questionnaire for student-athletes, and .86 for coaches. To date, data from around fifty percent of the student-athletes included in the study were retrieved. Initial findings indicated that the prestige of the University was the primary reason that motivated them to choose UST. The motivation provided by the University, coupled with a good coach-athlete relationship, made them decide to continue playing in the team.

TRANSFORMATIONAL ROLES OF FAITH-BASED NONGOVERNMENTAL ORGANIZATIONS IN BUILDING CAPABILITIES ON PEACE AND DEVELOPMENT READINESS IN COMMUNITIES IN MINDANAO

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Faith-based non-governmental organizations (FBN) are engaged in humanitarian assistance and long-range development projects including peace-building of communities in most areas in Mindanao. The fragile security condition in Mindanao poses a challenge to the responsiveness of the faith-based non-governmental organizations in improving the capabilities of local communities on peace and development readiness. This phenomenon propounds an investigative study of their commitment in enabling the communities to ensure that peace-building and development capabilities are effectively installed at the grassroots level to reduce the conflict risks and to progress development initiatives. The purpose of this study was to analyze the strategies of FBNs as enablers of capabilities on peace and development readiness as well as the outcome of FBNs’ interventions to the enabled communities. A result-based management approach using the result-chain analysis complemented with both qualitative and quantitative mixed methods of data collection and analysis was utilized. Focus group discussion, interview, and rating questionnaire were used for data gathering participated by beneficiaries and staff of three (3) transnational FBNs and their implementing partners based in the provinces of Zamboanga del Sur, South Cotabato, and North Cotabato. Results indicate that aspects such as community organizing, community participation, security and sustainability are important measures of successful capacity building on peace and development readiness. Responsiveness, acceptability, ability to assess effects, mastery and commitment on the practical application of the intervention acquired by the enabled community are good indicators of outcome.
EFFICIENCY OF SEAPORT FACILITIES AND EFFECT ON REGIONAL ECONOMIC GROWTH

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The theory of unbalanced growth by Hirschman (1958) suggests that no less-developed country (LDC) has a sufficient source of resources to finance concurrently all projects and invest simultaneously in all sectors of the economy. As an archipelago, the Philippines have a long coastline stretching up to 36,289 kilometers. In fact, its coastline is considered as the 3\(^{rd}\) longest combined coastline in the world. Considering its geographical location, Philippines’s seaport facilities play a vital role in its economic growth and development. Thus, the researcher is prompted to use both qualitative and quantitative research methods. This study is designed to establish the importance of efficient seaport facilities and its impact on the Philippines’s regional economic growth. Quantitative methods include the Stochastic Frontier Production Function model of Battese and Coelli (1995) to determine the efficiency of the country’s seaport facilities. The marginal contribution of inputs (total port area, storage space, & number of berth) to number of container (TEU) is 74.9\%, 29.5\%, and 39.0\%, respectively. Berth length is not contributing to the number of container. Ports with 100,000 worth or more of container in a year were more efficient in their operation than those ports with lower capacity during 2005 – 2012. The sum of all the inputs’ contribution (elasticity) show that the port industry is operating at increasing returns to scale (irs = 1.048) implying that ports were operating at lower scale sizes to achieve greater economies of scale as they increase their volume of operation (number of container, TEU). Labor and ports efficiency are not contributing to regional gross domestic product of the Philippines. Also, road length tends to show negative effect to regional gross domestic product. Weak ports inefficiency is not contributing much to the economic growth of the regions. The error component model is used in the study using the general truncated normal distribution (mu is not equal to zero) and with time varying efficiencies of the regional gross domestic product. This indicates that the error and the inefficiency component show normal and half normal distributions. This implies also that majority of the regions have displayed weak economic growth.

AVAILABILITY, ACCESSIBILITY, AND COST OF CREDIT AND THEIR IMPACT IN THE PHILIPPINES

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Numerous well-documented studies on the relationship between finance and growth have been done on a cross-country level. The correlation between economic growth and financial intermediation has been established to have a positive effect on a region’s economic development. Likewise, banks are invariably depicted as a major influence in generating a regional pattern of credit provision. The study aims to contribute to the existing literature by exploring the relationship between finance and regional growth in the case of the Philippines. The study will be used to identify the ratio of regional level access to financial institutions. It will also analyze the role banks play as a vital cog in the wheel of regional economic growth and
development. The study will employ a panel data regression model to utilized definitive variables namely: Regional GDP, Outstanding Loans per region, Number of Financial Intermediary limited to Banks and Cost of Credit. Using annual data from 2009 to 2013, diagnostic tests such as unit roots, multicollinearity, stability, specification errors, and cointegration test will be applied ensuring that economic, statistical, and econometric measures are satisfied.

THE IMPACT OF TOURIST ARRIVALS, UNEMPLOYMENT, AND PHYSICAL INFRASTRUCTURES IN REGIONAL OUTPUT GROWTH

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As tourism boosts and cuts across all economic activities, physical infrastructures may be a component in the promotion of the tourism industry of which may further boost the influx of tourists. Though commerce and trade may be more visible as the beneficiaries, tourism and infrastructure may be investment complements that local government units may find it important in the allocation of resources that these shall significantly flow into the mainstream of development. As regions continue to invest on physical infrastructures as a way of attracting tourists, jobs will be created and locals will have the chance to improve their lives. This paper aims to examine the contribution of tourist arrivals, unemployment rate, and physical infrastructures to the Philippines regional output growth. This study is primarily based on secondary annual data from 1999-2008. Gross regional domestic product in real terms is used as a measure of output growth generated by its predictors. This paper will employ panel data regression model such as panel least squares and fixed effect models as a tool to determine the relationship among the variables.

MODELS OF TENURE CHOICE AND WILLINGNESS TO PAY ON THE HOUSING PREFERENCES OF CITY GOVERNMENT EMPLOYEES OF DASMARIÑAS AND CAVITE CITY: A COMPARATIVE STUDY

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This study aimed to develop and compare the models of tenure choice and WTP on the housing preferences using micro data from the respondents of the City government of Dasmariñas and Cavite City. Logistic regression was used in the analysis of the models. The paper examined the factors that can affect the decision whether to own or rent a house. It also determined the extent of WTP of the respondents on housing attributes such as bedrooms and comfort rooms affected by different variables. Initial findings revealed that in Dasmariñas, 5 out of 23 predictor variables of tenure choice were found statistically significant namely: gender, educational attainment, household size, tenancy duration and housing loan (Cooperative). The likelihood ratio was 47.314 (p<0.005) and count r\(^2\) was 90.8%. Tenure in work, tenancy duration and housing loan (SSS) were found significant in Cavite City model. The likelihood ratio was 51.062 (p<0.000) and count r\(^2\) was 91.8%. There were 21 predictor variables used in studying the WTP for housing attributes. In Dasmariñas model, four predictor variables were
found to be significant in WTP for bedroom, such as age, housing loan (GSIS and SSS) and total expenses. The likelihood ratio was 43.915 (p<0.005) and count $r^2$ was 78.5%. No variable was found to be significant in Cavite City model. Consequently, the null hypothesis of a good model fit to data was plausible. The WTP model for comfort room in Dasmariñas was significantly affected by gender, housing loan (GSIS, Pag-ibig and SSS) and total expenses. The likelihood ratio was 57.910 (p<0.000) and count $r^2$ was 87.7%. In Cavite City model, it was affected by gender, tenancy duration and total expenses. The likelihood ratio was 27.379 (p<0.10) and count $r^2$ was 84%.

**JOB MATCHING IN THE PHILIPPINES: A REGIONAL PANEL DATA ANALYSIS**

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This study evaluates the effect of unemployment, job vacancies, population density, regional gross domestic product and the employment level of the three major economic sectors (agriculture, industry and services) on the rate of job matching across the 16 regions in the Philippines. It utilizes panel data of the sixteen regions (excluding ARMM) from 2004 to 2012. The Mortenson-Pissarides Matching Model is the main framework upon which the study is based. Basic OLS, Fixed and Random effect regression techniques were employed to empirically verify the effect of each explanatory variable to the dependent variable. Partial results show that fixed effect regression is the most appropriate estimation technique for the study. Among the explanatory variables, job vacancies exert the greatest effect on job matches formed.

**DO THE REGIONAL DENSITIES OF FINANCIAL INSTITUTIONS AND OTHER FACTORS AFFECTING THE PATTERNS OF REGIONAL SAVINGS IN THE PHILIPPINES?**

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Economic growth shares a vital role in the economy of a nation that affects the lives of the people residing in that country. It is important to analyze the patterns of savings for policy analysis in order to understand its economic condition, given the close relationship between savings and growth. This study focused on measuring the impact of regional GDP, regional population, number of banks and savings deposit rate on regional savings. It aims to show how people in different regions save through their economic activity using regional GDP that could possibly provide source of savings. This study covered the 17 regions in the Philippines as data used. It focused on the density of financial institutions specifically the banking institutions in different regions. Thus this paper presents regional analysis of the savings behaviour in the Philippines using Panel Data Regression model in which many other researches have used. After testing the model, the researcher performs diagnostic tests to determine if the model is good and the economic criteria are met. Initial findings shows that the coefficient of determination ($R^2$), suggest that 98% variation in regional savings is explained in the variation of the predictor variables. Moreover, population per region and savings deposit rate has a negative relationship with regional savings while a positive relationship exist between gross regional domestic product and number of banks with the dependent variable, regional savings.
Concerns for the ethical and moral dimensions of school leadership have led to a growing body of research that explores the ethical dilemmas encountered by school administrators and the decision-making processes used in resolving them. This phenomenological study intends to capture and describe Filipino college deans’ lived experiences of ethical dilemmas as they carry out their work as administrators. Using semi-structured in-depth interviews and following Collaizzi’s method, data was collected and subjected to cool and warm analyses yielding a set of themes and sub-themes that typify what these deans consider to be ethical dilemmas. The emerged Wheel of School Leaders’ Ethical Dilemmas depict the nature of the dilemmas faced by these deans, the critical incidents which trigger their onset, and the value conflicts that are embedded in these dilemmas. This paper intends to add to growing body of research on ethical decision-making in educational management, particularly on the ethical dilemmas faced by Filipino college deans. At a practical level, the findings of this study provide valuable resource to assist practicing and aspiring deans to be more adept in identifying the moral and ethical dimensions of their work as academic administrators. Finally the findings of this study could serve as knowledge base for curriculum planners in designing ethics courses offered in educational leadership programs in the Philippines to develop academic leaders’ competencies and skills in ethical decision-making.

UPWARD EVALUATION: INSTRUCTIONAL LEADERS IMPROVEMENT THROUGH TEACHERS’ FEEDBACK

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Evaluation is essential in assessing different areas of performance especially in educational institutions. Evaluations in the Philippine educational systems are generally top-down design. However, upward evaluation has been employed in the different fields of profession in western countries and is emerging in the Philippine educational institutions. This study aims to ascertain the significance of upward evaluation for instructional supervisory improvement as well as draw out teachers’ viewpoint in a bottom-up design of evaluation to enhance working relations between instructional leaders and teachers. The study was conducted in private schools in the basic education department from Metro Manila. A multi-aspect survey questionnaire, made by the researcher, was administered to teachers and instructional supervisors. Data gathered was processed in SPSS version 21 to determine correlation of variables through descriptive and inferential statistics.

The results show that eighty point six percent (80.6%) of respondents agreed that there is a need to evaluate and seventy eight point one percent (78.1%) expressed their desire to evaluate their instructional supervisors. However, only forty eight point four percent (48.4%) of
the total participants confirmed that they have evaluated their instructional leaders. The analysis of Pearson correlation indicates that instructional leadership behavior is positively related to teacher’s trust to instructional leader \( (r = .839, p < .01) \) and upward evaluation \( (r = .290, p < .01) \); and indirectly related to teacher’s emotional exhaustion \( (r = -.270, p < .01) \). Furthermore, teacher’s trust to instructional leader shows positive relationship to upward evaluation \( (r = .225, p < .05) \). Regular implementation of upward evaluation in educational institutions will intensify instructional leader’s professional development and address the need and desire of teachers to evaluate their instructional leaders. In addition, it will help improve working relations between instructional leaders and teachers especially in building trust and managing teacher's emotional exhaustion.

THE ROLE OF EMOTIONAL INTELLIGENCE, SPIRITUALITY, AND TRANSFORMATIONAL LEADERSHIP ON PRINCIPAL PERFORMANCE IN PRIVATE ELEMENTARY SCHOOLS

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The unique and pivotal role of leadership as a fundamental factor for school effectiveness, organizational success and improvement cannot be underestimated. This paper argues that the extent to which leaders are able to develop a high degree of emotional intelligence coupled with spirituality renders leadership more transformational. In this study, the interactive effects of Emotional Intelligence, Spirituality, and Transformational Leadership on school leaders’ performance were determined via regression analysis. A multi-aspect survey questionnaire was administered to 116 principals from various private elementary schools in the Division of Quezon City. Data were treated using descriptive and inferential statistics.

Results of regression analysis indicated that Emotional Intelligence \( (\beta=0.43) \), Spirituality \( (\beta =0.38) \), and Transformational Leadership \( (\beta=0.53) \) have positive impact on principal performance with transformational leadership revealing the greatest impact. Additionally, results of T-test showed significant differences in the principal emotional intelligence, spirituality, and leadership practices when grouped according to certain demographic variables. Implications of the paper to leadership practice and policy are also discussed in this paper.

FROM LIT TO LIGHT: A GROUNDED THEORY STUDY ON THE DECISION-MAKING PROCESS AMONG SPIRITUALLY-LED EDUCATIONAL LEADERS IN INDIA

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Decision making as a vital and crucial factor in leadership effectiveness has been extensively investigated from multiple perspectives. This qualitative study argues on the incalculable and indispensable role of spirituality in the decision making responsibility of today’s educational leaders. Anchored on the Glasarian grounded theory design, in-depth semi-structured interviews with 30 spiritually-led educational leaders in the state of Tamil Nadu, India, were conducted. Field texts organized on a dendrogram, were subjected to the three-step Glasarian process of open, axial and selective coding. Validity was ensured through participants'
corroboration via correspondence and member checking procedure while reflexivity was safeguarded through conscious phenomenological reduction. Results of constant comparison method afforded the development of a funneling model of decision making by spiritually-led educational leaders with four distinct yet inter-related phases each having two sub-phases, namely: contemplating phase – praying and preparing; consulting phase – listening and learning; consensus building phase – discerning and directing and crystalizing phase – advancing and achieving. As seen in this study, spirituality acts as the ‘rudder and lighthouse’ in the whole gamut of decision making process among school leaders. The emerged funneling model is a valuable lens and management compass in triggering open and objective discussions on the role of spirituality in leadership practices and the sources that sustain spiritually-led leadership; stimulating research interest in recognizing organizations as interconnected to a larger reality, personal reflective practice, active listening, maintaining a ‘teachable’ spirit, democratic and synergistic discerning, value-driven processes in decision making and goal-driven leadership; and integrating spirituality into leadership and management training programs and on-going development interventions.

THE IMPACT OF ADMINISTRATORS’ LEADERSHIP STYLES ON TEACHERS’ JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT

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Leadership is an important element that cannot be separated from all human endeavors. Today there is much attention given to effective leadership, without which organizations will find it difficult to survive. To be effective, leaders not only need technical skills but also people skills that can motivate the followers with understanding, sensitivity and prudence. Leadership greatly influences the dynamics of the staff, and this study will determine the impact of these dynamics on the job satisfaction and organizational commitment of the teachers (n=150). The objective of this study is to determine the influence of the leadership styles of the administrators as perceived by the teachers on their job satisfaction and organizational commitment.

The study made use of Regression & Structural Equation Model (SEM) to identify the impact of administrators’ leadership styles on teachers’ job satisfaction and organizational commitment. The results from the SEM-emerged model indicated that leaders made use of all three leadership styles & the model tested was found fit: Chi-square=3.093, df=7, p=.876, RMSEA=.000, GFI=.993, & NFI=.984. The findings showed that the leadership styles have a positive impact on job satisfaction (.20) and organizational commitment (.15). Job satisfaction was positively related to organizational commitment (.26). Therefore it was concluded that administrators’ leadership styles affect teachers’ job satisfaction and organizational commitment.
DESCRIBING THE LEXICAL AND SYNTACTIC FEATURES OF CHINGLISH AS REFLECTED IN SELECTED BILINGUAL ADVERTISEMENTS IN GUANGDONG, CHINA

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With the rapid development of China’s economy and its opening-to-the-outside policy, the country has gained more connection with the world than ever before, and foreigners are getting more interested to know this country better. Recently, bilingual advertisements are becoming regular features and symbols of China’s increasing internationalization. These advertisements play an important role in China’s cultural exchange and economic cooperation with foreign countries. However, because of the influence of Chinglish, result of a critical phase or stage of learning English among Chinese, perceived errors in the present China’s bilingual advertisements seem frequent, which seem to affect their intelligibility, interpretability and acceptability, hence confusing foreign readers. This study aims to describe and analyze the lexical and syntactic features of Chinglish as reflected in selected Guangdong’s bilingual advertisements, and the factors that possibly contribute to these features. This study uses error analysis as the method to be adapted in treating the perceived errors in the advertisements. China English will be the basis for comparison as this is the accepted international or World English. Initial results show that in the five main types of lexical errors found in selected advertisements, ‘collocation errors’ were the most frequent, followed by ‘confusion of sense’, ‘misformations’, ‘distortions’ and ‘formal misselection’. Of the eleven types of syntactic errors found in selected advertisements, ‘word choice’ was the most problematic error category in the data, followed by ‘miscellaneous adverb, adjective’, ‘miscellaneous word order’, ‘general verb’, ‘incomplete sentence’, ‘preposition’, ‘conjugation’, ‘miscellaneous punctuation’, ‘run-on sentence’, ‘article’ and ‘pluralization’.

AN EXHIBITION OF THE IDENTITY OF A FILIPINA THROUGH FASHION

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This research aims to explore the relationship and boundaries between Sculpture and Fashion design representing Filipina culture. Figurative sculptures as the main subject for the artwork will be made with plaster bandages and mesh wire in lifelike form of figure sculpture. The artist will design couture fashion costumes that represents Filipina culture using plaster bandage, paper, wire and lace fabric. In addition, the artist will create mixed media painting on wood as the background of the artwork that contains essential elements from Philippine culture. The final output will be a contemporary artistic fashion window display installation through the creative influences of artists like
Vally Nomidou, Kathy Venter, Zoe Bradley and Alexa Meade. This research aims to explore the boundaries between fashion design, three dimensional sculpture, traditional and modern Philippine culture and their relationship to art. Herewith, this installation series aspires to portray Filipina women preserving their identity and heritage in the course of adapting and experiencing modernity in fashion.

APPLICATION OF SULU UKKIL MOTIFS INTO MULTIMEDIA SCULPTURE

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The visual arts of Mindanao have been influenced by cultural and religious diversity. *Ukkil* is the most important visual art attributed to the Philippine Muslims. However, the interpretation of *Ukkil* symbols particularly from Sulu archipelago varies according to its vast array of symbolism. In light of this matter, the study explores on different *Ukkil* symbols and Christian symbols which are incorporated in a multimedia sculpture. The researcher hopes that through this study, it may raise awareness on how a simple and rare form of art may become an expression of unity among Christians and Muslims in order to attain peace especially in Mindanao. Furthermore, as an artistic form, it hopes to promote interreligious unity and understanding. The sculptural pieces were made of steel metal motifs which were arranged as a relief sculpture placed in a light box and depict peace, hope and unity among Muslims and Christians.

EXPLORING DIGITAL ANIMATION WITH GLASS AND PROJECTED VISUALS IN THE COMING-OF-AGE THEME

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This research aims to explore digital animation in utilizing projected visual images onto sheet glass and mural painting backdrops. A digital character will be created in multiple frames to produce a stop-motion effect. Subsequently, the character will then be projected onto the background, which will comprise of two layers: sheet glass and mural paintings. This will enable interaction between the aforementioned components. Materials to be employed for the mural paintings will be plywood frames, with the medium of acrylic paint. Creative influences are works by Alexa Meade, Shintaro Ohata, and Rino Stefano Tagliaferro’s short video “Beauty”.

This collection aims to construct the illusion of digital animated paintings without the service of video display units. The central theme will depict a coming-of-age journey of self-identity through the eyes of a second generation Filipino American who has lived with the influences of three different cultures: Japanese, American, and Filipino. To elaborate, the series will illustrate a Filipino-American who resided in foreign countries and yet retaining her heritage and culture.
EFFECTS OF DIFFERENT PROCESSING METHODS ON THE RESISTANT STARCH FORMATION OF ADLAY (Coix Lachryma L.)

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Adlay, also known as Job’s tears, is a native plant in Asia. It contains high amounts of carbohydrates, protein and fat; which can substitute for many common cereals. Foods high in carbohydrates produce resistant starch when subjected to heat and moisture. Resistant starch can act like dietary fiber because it has a prebiotic effect on the colon microflora, improves cholesterol metabolism, alters lipid metabolism and reduces the glycemic index of foods. This study aimed to determine the effects of boiling, steaming, pressure cooking and microwave cooking on the resistant starch formation of adlay. Starch granule morphology of raw (control) and cooked samples were identified using Scanning Electron Microscope (SEM) and proximate analysis was also performed. Percent moisture of control is higher than cooked adlay due to freeze-drying of the cooked samples prior to analysis. Carbohydrates increased by approximately 8.7% after cooking. Protein also increased by approximately 33.63% and fat by approximately 2.5%. Percent ash of raw sample was barely unaffected by heat but the total dietary fiber increased exponentially. SEM images of cooked samples showed various cracks and crevices on the surface of the granules compared to the almost spherical shape of raw adlay starch. Generally, application of moist heat to raw adlay increased its nutritional value to an extent and different cooking methods have various effects on the starch granule morphology.

NEPHELIUM LAPPACEUM L. (RAMBUTAN) SEED AS FLOUR SUBSTITUTE IN PAN DE SAL

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At present, much interest is centered on the utilization of food processing by-products and wastes. For one, rambutan is deseeded during processing leaving seed as waste. Little knowledge is known about the seed. Hence potential application in food is not completely known. In the study, rambutan seeds were made into flour. The rambutan seed flour (RSF) contained 46.20% carbohydrate, 13% crude protein, 35.2% fat, 2.6% ash and 3% moisture. Subsequently, RSF was used to make pan de sal. Four variations of pan de sal were prepared. All-purpose flour was substituted with RSF at different levels (0, 10, 20 and 30% w/w). Sensory evaluation of the pan de sal samples was conducted. In terms of appearance, no significant difference was observed among the control, 10% and 20% RSF concentrations. No significant difference was observed among all concentrations with regards to color and aroma. Flavor and texture attributes of control and 10% concentration showed no significant difference. In terms of general acceptability, results showed that the control was not significantly different with the 10% concentration. It could then be concluded, that 10% RSF concentration is comparable with the control.
DRAGON FRUIT (HYLOCEREUS POLYRHIZUS) PEEL: A POTENTIAL FUNCTIONAL INGREDIENT

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Dragon fruit (\textit{Hylocereus species}) is a good source of vitamins, minerals and dietary fiber especially the red pitaya (\textit{Hylocereus polyrhizus}) variety and may be a potential functional ingredient in the development of healthy food products. A recent study showed that the dragon fruit peel has higher pectin, a soluble dietary fiber and phytonutrients than the flesh. This study aims to characterize dragon fruit peel as a safe functional ingredient in the development of a food product. Freeze-dried dragon fruit peels were analyzed for proximate composition, dietary fiber and its fermentability in vitro, phytonutrients, antioxidant activity and heavy metals using standard methods. Results showed that the dragon fruit peel is an excellent source of dietary fiber (70.3g/100g) and phytonutrients such as Polyphenols (459 ± 86 mg/100g) Flavonoids (238 ± 10 mg/100g) and Anthocyanidin (356 ± 5 mg/100g). The heavy metals (Ar, Hg, Cr, Cd and Pb) content of dragon fruit peel were all below level of acceptable amounts for food implying that the peel is safe. A food product was developed, and physico-chemical and sensory properties, and general acceptability of the product were determined. This study will give us new knowledge and information on the utilization of dragon fruit peels in the development of functional food products for maintenance of health.

POTENTIAL ENHANCING EFFECT OF INULIN ON THE GROWTH OF \textit{Lactobacillus reuteri} NBRC 15892

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The most recognized and studied dietary fibers among prebiotics are oligosaccharides and inulin. However, there are limited studies on the effects of inulin on the growth of \textit{Lactobacillus reuteri}, a probiotic. The general objective of the study is to determine the potential enhancing effects of inulin on the growth of \textit{Lactobacillus reuteri} and developed functional food products. The initial approach for the assay was to determine appropriate procedure in sterilizing and incorporating long chain inulin (DP 10-60) to create a modified MRS agar for a dose response study. A modified MRS agar was produced with varying concentrations of inulin (3\%, 4\%, 5\% and 6\% (wt/vol)) that replaces glucose as the carbon source of the organism. The result illustrates that the 5\% inulin concentration had the highest growth on the organism amounting to $2.1 \times 10^7$ compared to an original MRS agar as its control medium which produced a number of $2.0 \times 10^7$. The 5\% concentration and the \textit{L. reuteri} were utilized to produce two functional food products, tomato soup and creamy yogurt and determine its survivability and growth in the food matrices. The organism exhibited an initial number of $5.3 \times 10^3$ CFU/ml in inoculated yogurt and increased to $3.4 \times 10^9$ CFU/ml after 24 hours of incubation at 35 °C. In the tomato soup, \textit{L. reuteri} grew from $5.5 \times 10^3$ to $>1.6 \times 10^9$ CFU/ml after an incubation period of 24 hours. Notably, there were two types of colonies that grew on the soup samples. Due to the uncertainty of the \textit{L. reuteri}'s identification in the soup sample, the creamy yogurt was chosen as the food matrix. The assessment of the products' shelf life and the elucidation of the effects
inulin on the growth of *L. reuteri* via growth curve are in progress. Sensory evaluation will be done once the remaining assays are finished.

**DEVELOPMENT OF HIGH FIBER BISCUIT FROM BAMBOO SHOOT POWDER**

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Cardiovascular disease (CVD) is linked with elevated triglycerides and LDL cholesterol and lowered HDL leading to heart disease. According to Philippine Society of Hypertension, about 30% of all Filipino deaths are caused by CVD. Some health claim suggests that foods high in dietary fiber may help in the prevention of risk of CVD. Bamboo shoots, the immature and edible culms from bamboos, contain large quantities of dietary fibers; which consists of cellulose, hemicellulose, pectin, and lignin, and is also rich in antioxidants. However, despite the benefits of bamboo shoots, its functional properties are not that utilized. In the present study, bamboo shoots were pulverized. Bamboo shoot powder (BSP) was analyzed for its proximate, total dietary fiber, phytochemical and antioxidant properties. The BSP yielded 3.60 g/100 g of CHO, 0.95g/100 g of Ash, 1.2 g/100g of CHON and 0.8g/100 g of fat. A 5.2 g/100g of total dietary fiber from BSP was obtained. Then, BSP was used to produce biscuits. Biscuits were prepared at two different levels: 0% (control) and 20% of BSP. The biscuit with 20% BSP was analyzed for its proximate, total dietary fiber, phytochemical and antioxidant properties. The biscuits with 20% BSP contained 4.8 g/100 g of CHO, 0.7 g/100 g ash, 1.2 g/100g CHON and 0.2 g/100 g fat. The total dietary fiber content of biscuits with 20% BSP was 3.6 g/100 g. The acceptability of biscuits was evaluated and rendered a significant difference between the control and biscuits with 20% BSP.

**COCONUT SAP SUGAR AS A FUNCTIONAL INGREDIENT IN FORMULATED CHOCOLATE DRINK**

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Coconut (*Cocos nucifera* L.) sap sugar is a promising functional ingredient. It has low glycemic index and maybe recommended for use in the diet of humans with diabetes mellitus. It has also been shown to contain inulin, and found to be fermentable in the colon in vitro producing significant amounts of propionate shown to inhibit cholesterol synthesis. However, the promising function of coconut sap sugar added in food products has not been established. This study aims to develop a chocolate drink sweetened by coconut sap sugar and determine its glycemic response. The formulated chocolate drink will be subjected to physico-chemical (color, pH, titratable acidity, total soluble solids and viscosity), microbial (total plate count for yeast and molds) analyses prior to storage and at regular weekly intervals. Sensory attributes such as color, aroma, flavor, texture, overall mouthfeel, and general acceptability of the final product will also be evaluated using a 9-point Hedonic scale. The glucose response among apparently healthy humans will be determined after consumption of a chocolate drink sweetened with coconut sap sugar at 0, 15, 30, 45, 60, 90, 120 minutes via finger-prick blood. The result of this study can be a basis for using coconut sap sugar as a sweetener in products that can be recommended for diabetic patients.
THE IMPACT OF SELF-AUTHENTICITY AND RESILIENCY ON COLLEGE STUDENTS’ SUBJECTIVE WELL-BEING

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Adolescents are prone to experience a wide variety of challenges in life as a result of their quest to find their true self. They look for means to cope with different developmental conflicts such as resolving issues on academics, intrapersonal and interpersonal relationships. In response to this, the study examined the relationships among self-authenticity, resilience, and subjective well-being of adolescents through the use of correlation research approach. A total of 170 first year to third year college students in an exclusive school for girls with ages ranging from 16 to 18 participated in the study using convenience sampling. Three standardized tests namely, The Authenticity Test Version 3, Adversity Quotient, and Satisfaction with Life Scale, were utilized to measure the variables in the current research. Findings revealed that there is a significant positive correlation between self-authenticity and subjective well-being; while there is no relationship between resilience and subjective well-being. It suggests that an individual with high self-authenticity tends to develop higher level of subjective well-being. However, being resilient does not always imply an increased level of well-being. The results indicate the need for further exploration among the participants’ concept of resilience and subjective well-being which will be addressed on the second part of the study that will make use of the qualitative approach.

PARENTAL INVOLVEMENT ON SOCIAL NETWORK SITES, ACADEMIC MOTIVATION AND INTERPERSONAL RELATIONSHIPS AMONG TEENAGERS: BASIS FOR PARENTAL-MONITORING COUNSELING PROGRAM

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In the present era of globalization teens are more fascinated with Social Network Sites (SNSs). The extensive use of SNSs may have various impacts on students especially in their academic motivation and interpersonal relationships. Parental involvement on teens’ SNSs usage can influence the students to increase their academic motivation and better relationships with one another.

Taking into account of above mentioned scenario, in the present study the researcher aims to evaluate the influence parental involvement, on the social network sites use, academic motivation and interpersonal relationships among teenagers in Kerala, India. For this purpose the researcher used qualitative method with three focused group discussions and personal interviews; and quantitative research method with two hundred fifty respondents using four questionnaires such as; social media and online disclosure scale; perception of parents’ scale; academic motivation scale, and parents and peer attachment scale. The respondents were students from semi-urban areas who use social network sites and were between the ages of 14-
18 years old. They were selected using purposive sampling technique and the descriptive correlational method of research was used to determine the relationships among the variables and finally regression analysis used to determine the predictive values. The results of the research show that the parental involvement has positive significant relationships with teenagers’ usage of social network sites, academic motivation and interpersonal relationships. Results further indicate the necessity of utilizing Parental-Monitoring Counseling program to improve the parental involvement on teenagers’ use of SNSs that might strengthen their academic motivation and interpersonal relationships.

PERCEIVED STRESS, COPING STRATEGIES AND EMOTIONAL INTELLIGENCE ON THE SCHOOL ADJUSTMENT OF CHINESE STUDENTS IN THE PHILIPPINES

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Data from the Philippine Bureau of Immigration shows that Chinese ranked second to Korean in terms of the foreign students’ enrolment in different universities (Bureau of Immigration, 2011). This research aims to determine the factors that may be significant to the school adjustment of Chinese students in the Philippines. Using purposive sampling, the researcher administered a battery of psychological tests to 211 mainland Chinese students enrolled in various universities in Metro Manila belonging to the China Mission Community. Out of the 211 participants, 190 were qualified in the study based on the completion of the following instruments: Perceived Stress Scale (PSS), Brief COPE Inventory, Baron Emotional Quotient Inventory - Short Development Version (EQ-i:S) and College Adjustment Scale (CAS). Using the descriptive correlational design and regression analyses, results showed that the higher the perceived stress, the more problems are encountered by the students in relation to their school adjustment. As for their coping strategies, only 4 (denial, substance abuse, behavioural disengagement and self-blame) out of the 14 subscales have a significant correlation to school adjustment. This means, that the higher these subscales, the higher is likelihood of adjustment difficulty. Likewise, the better is the emotional intelligence; the better is the students’ school adjustment. Regression analysis showed that 32% of Academic Problem (AP), 36% of Anxiety (AN), 32% of Interpersonal Problem (IP), 37% of Depression (DP), 28% of Career Problem (CP), 17% of Suicidal Ideation (SI), 12% of Substance Abuse (SA), 24% of Self-Esteem Problem (SE), and 27% of Family Problem (FP) is attributable to perceived stress ($r^2=0.32$ AP; $r^2=0.36$ AN; $r^2=0.37$ IP; $r^2=0.28$ DP; $r^2=0.17$ SI; $r^2=0.12$ SA; $r^2=0.24$ SE; $r^2=0.27$ FP). As for the influence of their coping strategies, the $r^2$ of 0.48 for AP, 0.45 for AN, 0.46 for IP, 0.42 for DP, 0.38 for CP, 0.42 for SI, 0.44 for SA, 0.47 for SE and 0.45 for FP indicates that the influence of coping strategies on college adjustment is around 40-50%. Lastly, for influence the emotional quotient, the $r^2$ values of 0.13, 0.10, 0.13, 0.16, 0.09, 0.18, 0.15, 0.13 and 0.12 for academic problem, anxiety, interpersonal problem, depression, career problem, suicidal ideation, substance abuse, self-esteem problem and family problem respectively; indicates that the predictability of each scale for adjustment in relation to the participants’ coping strategies is around 5-20%. Thus, it is recommended that intervention programs that will diminish their perceived stress and enhance their coping strategies as well as their emotional quotient be implemented to improve their adjustment in college.
EMOTIONAL INTELLIGENCE AND PERSONALITY TRAITS ON THE SPIRITUAL WELL-BEING OF THE JUNIOR RELIGIOUS SISTERS IN A COMMUNITY

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Spiritual wellbeing (SWB) is a dynamic state of being, shown by the extent to which people live in harmony within relationships with oneself, others, environment and transcendent/God (Fisher, 2011). This study aimed to investigate the relationship and the impact of emotional intelligence (EI) and personality traits on the SWB of the junior religious sisters in Medan Archdiocese, Indonesia. A total of 186 respondents completed the Bar-on Emotional Quotient Inventory, the NEO Five Factor Inventory, and the Spiritual Well Being Shalom. Descriptive statistics, Pearson’s correlation coefficients and simple regression were utilized for data analysis. Based on descriptive analysis, the participants obtained an average level on the all factors EI (except interpersonal skills) and personality traits, and a high level on SWB. Results generally showed that EI and personality traits have correlation and impact to SWB. Subscale of EI (interpersonal, and general mood skills) significantly correlated and influenced all the dimensions of SWB. Further results showed that on the aspect of personality traits in conscientiousness revealed significant contribution to all dimension of SWB except on the environmental subscale. Generally, the finding showed that the higher score in EI as well as in personality traits, the better the SWB of the religious sisters. Results revealed the implication for a development of an intervention counseling program to further enhance religious sisters’ EI as well as their personality characteristics.

History

THE SECOND PHILIPPINE REPUBLIC: LAUREL’S PRESIDENCY UNDER THE JAPANESE OCCUPATION

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Governments are established to ensure the welfare of the people. This is the concern of the Commonwealth Government upon the arrival of the Japanese. The safety of the people was placed in the hands of a select group of officials who were left behind to handle the affairs of the State. Laurel seized the opportunity with the establishment of the Second Philippine Republic. He used the powers granted to him by the Republic to enact policies designed to ameliorate the sufferings of the citizens. As president, Laurel was able to protect a number of persons from being captured, executed, and even from being drafted into the army by the Japanese. He ordered the planting of food crops from any available lands and distributed food to the hungry masses. Although there were some unavoidable casualties resulting from the uncontrollable brutalities of the Japanese, Laurel did all in his power to save as many as he can. The Collaboration issue after the war, however, is a clear manifestation of the division of the
people’s views regarding the actions of the officials. But as Laurel’s trial proceeded, more and more people realized the reality that Laurel was not a traitor. He was a patriot who defended his countrymen from greater harm. Through his actions, Laurel kept to the orders of Commonwealth President Manuel Quezon and secured the welfare of the people. He performed his duty to the Filipino people and showed how much he loved them at a time of peril. President Jose P. Laurel deserves to be recorded in the history of the Philippines as a hero whom the Filipinos can be proud of.

This study will delve on how Jose P. Laurel, President of the Second Philippine Republic during the Japanese Occupation, steered its course to promote the interest of the Filipinos. An examination of primary and secondary documents in the light of the Stewardship Theory is made to assess Laurel’s actions in securing the welfare of the people. An analysis is then made to construct a meaningful narrative supplying the historical methodology that links the situation of the country, how Laurel acted in response, and the results of his actions.

THE HISTORY OF SELECTED BILIWAG ENTERPRISES: THEIR EFFECTS TO THE DEVELOPMENT OF BILIWAG FROM 1946-2010

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The study covers the period of 1946 to 2010 discussing the economic history of Baliwag based on four (4) major industries: Buntal Hat, Embute, Baliwag Transit and Agriculture. It employed the theoretical framework of Anthony Giddens’ Structuration Theory to explain the social phenomena of agent and structure relationship to understand how Baliwag’s economy influenced people’s way of life and how the townspeople changed and developed. It also utilized the narrative and descriptive method as well as local and oral history. Baliwag introduced two traditional crafts of Bulacan, the Balibuntal Hat and Bone-in laid furniture (embute) which became the initial cottage industries of the town. The Balibuntal flourished even if the materials are coming from Quezon, mainly due to finer weaving techniques and the weather is more conducive to weaving as explained by local weavers. Baliwag was able to secure local and international markets (Canada, Australia, USA, Italy) for their products and is even compared to Panama hat but the price is more cheaper. Buntal weaving became a household activity but when the Chinese started to hire local weavers and started to mass produce buntal hat with materials coming from the Philippines, the industry weakens. Bone in-laid furniture is an industry that commands huge profits in Japan, USA and Europe. Furniture makers believe that status symbol and prestige are the main reasons behind huge demand of bone in-laid furniture despite strong competition from Betis in Pampanga and the total log ban on Narra tree. With 18 Barangays classified as agricultural land, Baliwag became the model town for the Pilot Rice Production Demonstration Center (PRPDC). Two new kind of rice (IR 8 and BPI 76) yielded more as compared to Intan. It was dubbed as the “Miracle Rice” because of the (1) one hectare rice field IR-8 yielded 133.4 sacks and BPI-76 had 87 sacks while Intan only had 50 sacks. Baliwag’s cottage industries helped sustain the economic growth and provided income for the people. It also helped shaped the town’s identity.
CONTINUING THE NATIONALIST TRADITION IN PHILIPPINE MUSIC: THE CONTRIBUTION OF FELIPE PADILLA DE LEON, SR. (1912-1992)

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Felipe Padilla De Leon (1912-1992) was posthumously bestowed the National Artist Award in 1997 with a citation as the “epitome of the people’s musician”. This study delves into the life and times of the Maestro as historical text focusing on his philosophy about Nationalism and Music.

His long productive artistic life, which extended from the American Commonwealth Period to the post-Marcos years, constituted a vigorous campaign for ‘Filipinism’ with his advocacy of utilizing “folk” musical materials. His remarkable career was marked by the production of numerous compositions in various genres, such as symphonic works, operas (his 2 magnum opus Noli Me Tangere and El Filiibusterismo), band music, marches and hymns, chamber music and songs that gloriously reflected the nationalist spirit. He complemented his works as a cultural activist, in the words of his son Felipe Padilla De Leon Jr., with his writings as a cultural chronicler, journalist, music critic, educator and arts manager. The cultural/musical dimension asserting Filipino nationalism complemented the political quest for nationhood, which was a constant theme in Philippine history. Methodology entailed descriptive-narrative-analytical approaches treating music as text with the composer’s responses to the challenges or needs of the times narrated and critically discussed guided with nationalism as the central framework. True to his being a people’s musician, his campaign was instrumental being a key transition figure in the continuing search for other modes of expressing nationalism in music for the succeeding generation of musicians retaining the “shield of Filipino musical culture”. He contributed immensely utilizing music that is familiar and musically palatable in communicating and popularizing “Filipino-ness” reaching a wide audience.

ANG KASAYSAYAN AT KULTURA NG MODA SA ILANG PILING BAYAN SA CAVITE MULA 1946-2000

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Tinalakay sa pag-aaral na ito Ang kasaysayan at kultura ng moda sa ilang piling bayan sa Cavite mula 1946-2000 tulad ng Imus, Rosario at Cavite City batay sa nabanggit na sakop na panahon. Sinagot ng pananaliksik ang mga sumusunod: uma, ang pagsisiyasat sa mga tanyag na modista na tumahi ng mga kasuotang nasa popular na estilo noong kanilang panahon; ikalawa, ang paglalarawan sa mga likhang damit ayon sa mga kalahok sa pananaliksik (modista, nagpatahi ng damit, may-alam sa moda); ikatlo, ang pag-ugnay sa mga likhang damit sa kasaysayan at kultura ng mga mamamayan sa Cavite. Ginamit sa pagsasali sa ito ang pamamaraang Materyal na Kultura at Oral na Kasaysayan upang magsilbing angkla na magiging basehan ng Semiyotikong pagdulog na siyang ginamit upang magsilbing lente para maunawaan ang mga ipinapahayag na simbolo ng mga kasuotang nasa moda (artifacts) at mga naratibo mula sa mga kinapanayam.
EXPLICATING PATIENT’S PREFERENCES ON E-HEALTH IN INDONESIAN HEALTHCARE SYSTEM: A CONJOINT ANALYSIS

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Electronic Health (E-health) has been investigated and implemented in developed countries, however the impact of E-health initiatives on patient’s preference have not been fully explored. Indonesia, a developing country, stand to gain most from E-health because of its vast land area, limited mobility of the healthcare professionals and health demographics disparities. This study used purposive sampling of 250 patients from a tertiary hospital in Jakarta. Respondents were asked to rank alternatives to the following attributes; type of electronic health service; privacy and security; cost; accessibility and technical support. Result of conjoint analysis via Statistical Analysis System (SAS) indicated that cost (30.46%) and type of electronic health service (30.28%) were the most important attributes while technical support (10.5%) was least important to patients. Among the type of electronic health service, personal service was the most preferred, administrative service came second, while general service had minimal preference. Interestingly, patients allowed trade-off between administrative over private service for a lower cost per month. In the health care industry, utilization of this study would help the hospital administrators and policy makers to refocus on E-health service that would maximize patient's satisfaction and hospital loyalty. Future research may explore the cultural and regional differences in terms of preference among the patients.
COMPLIANCE TO RADIATION SAFETY POLICIES OF SELECTED UNIONIZED AND NON-UNIONIZED PRIVATE TERTIARY MEDICAL CENTERS IN METRO MANILA

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The hospital industry is one of the industries that contain a great number of occupational hazards. One of these hazards is radiation exposure from machines used for either diagnostic or therapeutic aim. In regards with this, institutions establish safety principles and initiatives to ensure the welfare of its subordinates. Inside the institution as well, there is an entity that speaks out for the employees in regards to their interest, the labor union. The study aims to discover if there is a significant change or difference to the compliance to radiation safety principles as well as to the benefits and compensation of the employees if there is a labor union present in the institution. This descriptive quantitative study used a survey questionnaire with six parts with questions derived from the basic safety guidelines given by the International Atomic Energy Agency and the Magna Carta of Public Health Care Workers to determine the responses of the employees in regards to radiation safety and benefits and compensation. Six private tertiary hospitals with a bed capacity of 150 or more beds were included in the study. Three of these hospitals are unionized and the other three are non-unionized. T-test for the independent variable will be used to determine the correlation of the unionized and the non-unionized and general weighted mean with standard deviation shall be used for the level of compliance. The preliminary results show that the non-unionized institutions scored higher in four parts namely – Responsibility for Safety (3.57), Leadership and Management of Safety (3.4), Justification of Facilities and Activities (3.48) and, Compensation and Benefits of Workers (3.17). The unionized scored higher in two parts namely – Optimization of Protection (3.31) and, Prevention of Accidents (3.39).

FACTORS AFFECTING THE CHOICE OF HOSPITAL AMONG RESIDENTS IN BOCAUE, BULACAN TOWARDS IMPROVEMENT OF HEALTH CARE DELIVERY SYSTEM

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It is important for health care organizations such as hospitals to understand the need of consumers. This involves assessing factors in the selection of hospital and how these factors may have impact on socio-demographic characteristics. Most hospitals in the provinces are privately and family owned corporation. These organizations are in existence for at least 3 to 4 decades. However, the performances of each vary. Some of them are performing well while others are not. The objective of the study is to determine the choice factors in the selection among a group of population residing in Bocaue, Bulacan. Upon literature review of previous market research studies, these choice factors were defined. Survey questionnaires were distributed among 300 individuals who were previously admitted in the tertiary hospital institutions. Factors on the hospital attributes, observed and perceived quality and financial cost were assessed. Socio-demographic data was gathered as well. Mean ratings were interpreted on the assessment part of the questionnaire: 1.00 – 1.49 (Agree to a least extent); 1.50 – 2.49 (Agree to a little extent); 2.50 – 3.49 (Agree to a moderate extent); 3.50 – 4.49 (Agree to a great extent); 4.50 – 5.00 (Agree to a very great extent). Results showed that availability of specialized physicians (Mean = 4.44), reputation of the hospital (Mean = 4.44), quality of care...
(Mean = 4.40), accessibility on public transport (Mean = 4.35) and cleanliness (Mean = 4.33) were found to be the most important factor by the respondents. Moreover, the respondents agree to very great extent that emergency preparedness of the hospital staff (Mean = 4.59), communication (Mean = 4.28) and technical skills (Mean = 4.22), and efficiency of the consultant (Mean = 4.53) were observed during their hospital stay. Lastly, overall cost in relation to quality of hospital services (Mean = 3.99) was evaluated with a great extent rating.

ADAPTABILITY AND USABILITY OF THE HOSPITAL SURVEY ON PATIENT SAFETY CULTURE AT THE NATIONAL CHILDREN’S HOSPITAL: BASIS FOR IMPROVEMENT

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Owing to the increasing number of medical errors in the Philippines, the Department of Health has developed patient safety guidelines (Administrative Order 2008-0023) in 2008, which was supplemented with a series of training activities on patient safety conducted in 2010-2011. These activities were conducted to reduce sentinel events and adverse outcomes in government hospitals. In measuring patient safety culture in hospitals, one of the internationally accepted tools is a survey questionnaire entitled, “Hospital Survey on Patient Safety Culture (HSOPSC)” developed by the United States Agency for Healthcare Research and Quality. This study aims to establish the adaptability and usability of the Hospital Survey on Patient Safety Culture (HSOPSC) in measuring patient safety culture at the National Children’s Hospital. Doctors and nurses were randomly selected to answer a questionnaire that will assess the Hospital Survey on Patient Safety Culture (HSOPSC) in terms of clarity, content, benefits, applicability to the set-up of the facility, and patient safety objectives.

A total of 50 doctors and 60 nurses were surveyed and some of those who gave a low adaptability and usability assessment were interviewed. The respondents were mostly females (80.0%) with a mean age of 30.16 (±6.32 SD) years. On the average, the respondents were serving in the hospital for 4.61 (±5.88 SD) years. The findings show that the respondents gave a very high rating on all the parameters, with a mean score of 4.54 (±0.47 SD) for clarity, 4.45 (±0.40 SD) for content, 4.44 (±0.44 SD) for benefits, 4.38 (±0.49 SD) for applicability to the setup of the facility, and 4.47 (±0.42 SD) for patient safety objectives. There were no statistically significant mean differences in all parameters between doctors and nurses except for the parameter content in which ratings were higher among nurses with a mean of 4.53 (±0.38 SD) than the doctors which gave an average rating of 4.36 (±0.41 SD). The conclusion of this study is that the Hospital Survey on Patient Safety Cultures tool is clear, appropriate, beneficial, applicable to the setup of the facility and according to patient safety objectives, and is hereby recommended.
THE LEVERAGE OF INTRINSIC MOTIVATION AND ORGANIZATIONAL CITIZENSHIP
BEHAVIOR ON PERFORMANCE: AN EMPIRICAL STUDY.

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To attain sustainable organizational success, it is primordial to have highly motivated
people who perform at their optimum level; hence, it is the managers’ prime concern to know
how to spur their workforce to high productivity and excellent output. This paper aims to explore
if Intrinsic Motivation (IM) and Organizational Citizenship Behavior (OCB) are predictors of
performance and to investigate if there exists a correlation between them. The respondents are
330 teaching and non-teaching staff from two (2) selected educational institutions in Metro
Manila. This study employs descriptive-correlational methodology utilizing survey approach. The
data were analyzed using structural equation modeling (SEM) in AMOS 16. To describe and
assess demographic profiles, percentage, weighted mean, t-test and one-way analysis of
variance (ANOVA) were calculated with SPSS 20. Adopted scales consisting of 21 items, 24,
items and 7 items were used for intrinsic motivation (α = 0.84), organizational citizenship
behavior (α = 0.86) and performance (α = 0.74) respectively. All hypotheses were tested at 5%
level of significance. The results reveal that both intrinsic motivation and organizational
citizenship behavior have positive impact on performance. Out of the three (3) intrinsic
motivation dimensions based on Self-Determination Theory, namely, autonomy, competence
and relatedness, only competence has significant effect on performance. On the other hand,
four (4) of the five (5) OCB factors, to wit, altruism, conscientiousness, sportsmanship and
courtesy, have significant effect on performance. The findings also indicate that organizational
citizenship behavior (β = 0.673) has higher effect on performance compared to intrinsic
motivation (β = 0.362). Furthermore, it was found out that intrinsic motivation and organizational
citizenship behavior are significantly correlated.

LINKING OUTSOURCED I.T. EMPLOYEES’ DUAL ORGANIZATIONAL IDENTIFICATION
AND AFFECTIVE COMMITMENT TO CLIENT SATISFACTION IN SELECTED I.T. COMPANY

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Previous literature proved the importance and benefits of organizational identification
and affective commitment in every organization. In the onset of outsourcing, emergence of dual
organizational identification and affective commitment has been recognized especially in the
industry of information technology (IT) however, few researches have paid attention to the
human resources aspect of IT outsourcing. Outsourced employees establish dual organizational
identification (OI) and affective commitment (AC) towards their outsourcing organization and
client organization. In this study, it examines how the perceptions of external prestige,
interpersonal relationships, organizational support, and organizational learning culture correlate
to dual OI and AC of outsourced IT employees. Ultimately, this paper also intends to propose
the link between dual OI and AC, and client satisfaction.
Sample of outsourced IT employees and client superiors were randomly selected to respond to self-structured questionnaires. Utilizing a descriptive-correlational design, the collected data were analyzed using Canonical Correlation. The findings in this study can be used as a basis to propose human resources programs that could promote organizational identification and affective commitment among employees that would eventually result to client satisfaction.

EMPLOYEE ENGAGEMENT AS A DRIVER OF AN ORGANIZATION’S FINANCIAL PERFORMANCE

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Today’s business environment has to become sensitive to the impact of globalization, customer demands and technology. To be able to execute business strategies, an organization has to create programs that enable its human resources to reach their performance expectations. The road to this is through employee engagement. This study sought to identify the employee engagement levels of 10 organizations from different industries in the Philippines and correlate these with their financial performance. It included companies with a capitalization of 7M as the minimum and 12B as the maximum. It used the top global drivers reflected in the 2012 Global Workforce Study (Towers Watson, 2012). The research instruments were: 1. Business performance from 2010 to 2012 and; 2. Questionnaire based on the following drivers: Goals and Objectives; Leadership; Stress/Balance/Workload; Organization’s Image; and Supervisory Role. A descriptive correlational design was used to determine and describe the perceptions of the respondents regarding the employee engagement drivers in their respective organizations. To measure the strength of relatedness between the employee engagement level and profitability ratio as represented by ROA (Return on Assets) and ROE (Return on Equity), the study obtained correlation coefficients using Pearson Correlation.

Based on the correlation analysis conducted between employee engagement level and the profitability ratios, there were indications of positive relationships at +0.73 for ROA and +0.63 for ROE. This means that an increase in the level of employee engagement would translate to an increase in the company’s ROA and ROE and vice versa. In determining which driver has the highest correlation to financial profitability, stress, balance, and workload had the strongest positive linear relationship with ROA at +0.76 and ROE at +0.70. When employees have the right work-life balance, they have much better focus in their jobs and are able to contribute more to the goals of the organization.
A perusal of statutes enacted and promulgated in the Philippines shows that they lack a separate law to protect the welfare of patients who are victims of malpractices committed by physicians. A victim of medical malpractice will have to seek the remedies provided under the old Civil Code and the Penal Code for legal redress. The Philippine Medical Act of 1959 or R.A. 2382 only professionalizes the practice of medicine but lacks penal imposition for incompetent physicians. Since there is an increasing number of reported cases involving medical malpractice that endangers lives, there is a need to revisit our rules in order to protect people’s welfare. This study analyzed various doctrines and laws applied by the Supreme Court in adjudicating medical malpractice cases involving a physician and patients. The study revealed that an aggrieved party usually seeking retribution through ordinary court litigation would eventually prove it to be time-consuming. As such, this discourages a party to pursue his action as evidenced by lesser cases filed. It was discovered that in foreign countries, there are alternative modes applied in resolving medical malpractice cases, such as "Alternative Dispute Resolution in Medical Malpractice Claims" that may promote reforms if applied in our legal system. As an outcome of the study, a legislative framework was formulated as foundation for the enactment of a medical malpractice law necessary to provide ample protection among patients who are victims of medical malpractice and preserve the integrity of the medical profession.

Psychological incapacity to assume marital obligations under Article 36 of the Family Code is indeed the most popular yet controversial ground for nullifying marriage in the country. Latest available statistics show that nullity cases of this nature reached 10,528 in 2012 or over 1,000 cases more than the 9,133 filed in 2011 and per survey, nullity filings based on Article 36 consist, on the average, 61 to 65 per cent of the court's docket of civil cases. There seems to be no stopping to what appears as marriage dissolution explosion.

Existing studies point to the fact that the absence of definition and concrete examples of what psychological incapacity is, had led to misunderstanding and abuse of the concept. And the courts are no exception because they also labor in trying to figure out what exactly psychological incapacity is. The present study aims to establish that most family courts receive a deluge of nullity petitions with Article 36 as a ground. As a matter of routine, these courts grant the declaration of nullity of marriage. Aside from historical research, case analysis and descriptive-analytical research employed, RTC judges, lawyers and clerks of courts are
interviewed for a more in-depth analysis. Initial results show that courts have different ways of interpreting the provision on psychological incapacity. Most courts are liberal in their ruling as if divorce exists according to the conservative sectors of the society. The guidelines set by the Supreme Court through case rulings are not enough as the same are not consistently adopted by trial courts. Lawyers are unanimous in their view that trial courts apply different approaches and standards in deciding nullity petitions. The amount of preparation and evidence that lawyers put into their cases depend on the tendency of the courts to dispose nullity cases. At present, the trend of decisions as observed by respondent lawyers appears to be in favor of nullification of marriage. After more than 25 years since Article 36 came to the fore, it is high time that this provision of law be streamlined, given specific meaning and assigned definite parameters. Once amended or streamlined, hopefully courts’ decisions on Article 36 will turn out to be consistent and uniform paving the way for stability in judicial ruling.

AMASSING WEALTH THROUGH A COMBINATION OR SERIES OF OVERT OR CRIMINAL ACTS AS A CRITICAL ELEMENTS OF THE ANTI-PLUNDER ACT: AN ANALYSIS

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The Anti-Plunder Act is a legal measure against graft and corruption. It punishes a public officer, by himself or in conspiracy with other persons, who amasses, accumulates or acquires ill-gotten wealth of at least P50,000,000.00 through a combination or series of overt or criminal acts. It was enacted to avoid the inconvenience of filing multiple informations for acts committed by former Pres. Ferdinand Marcos and his cronies. 23 years from its inception, only 9 plunder cases have been filed with the Sandiganbayan. Out of the 9 cases, 3 had been disposed while 6 remain pending. From the disposed cases, only 1 case was for conviction, while the 2 other cases were for dismissal. At the preliminary investigation stage, the Office of the Ombudsman dismissed plunder charges filed against former President Gloria Macapagal-Arroyo and other high ranking public officers.

This study aims to identify the flaws or loopholes which hinder the successful prosecution of plunder cases. It focuses on the element of “amassing of wealth through a combination or series of overt or criminal acts”, analyzing and discussing whether it needs legislative amendment or requires different interpretation to effectuate the law’s purpose. Employing historical, descriptive-analytical and case analysis methods, this element of plunder was critically examined. Initial results show that there is indeed an ambiguity in this element because the law has no clear definition as to what “amassing of wealth through a combination or series of overt or criminal acts” means. This could have been avoided if a legislative enactment is undertaken to provide a definite meaning of the element. The element becomes more restrictive when the Supreme Court qualified in Jinggoy Estrada vs Sandiganbayan that the conspiracy in amassing, accumulating and acquiring ill-gotten wealth must be established towards the enrichment of the public officers otherwise the crime is not committed. This runs counter to the basic concept of conspiracy - “the act of one is the act of all”. The ruling in this case should be revisited and deeply re-evaluated as it limits, more than, achieves the purpose of the Anti-Plunder Act.
PROMOTING FAIRNESS: A PROPOSAL FOR PRACTICAL AND MORE REASONABLE AWARD OF BACKWAGES TO ILLEGALLY-DISMISSED EMPLOYEES

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The award of backwages is one of the principal reliefs in illegal termination cases. One of the perplexing problems in the matter of backwages is the computation of the award. In the attempt to solve these problems, the Supreme Court has decided through the years the award of backwages in the light of different statutory revisions. However, the computation of backwages is still a problematic issue. At present, the applicable law on the matter of backwages is Article 279 (now renumbered as Art. 293) of the Labor Code, as amended by R. A. 6715. It took effect on March 21, 1989. Under this provision, an employee who is unjustly dismissed “shall be entitled to reinstatement without loss of seniority rights and other privileges and to his full backwages, inclusive of allowances and to his other benefits of their monetary equivalent computed from the time his compensation was withheld from him up to the time of his actual reinstatement.” This amendment ended the application of the Mercury Drug case ruling of April 30, 1974 that limited the award of backwages to three (3) years without deduction or qualification. With this present law that provides for an uncapped award of backwages (i.e. from the time of illegal dismissal up to actual reinstatement), the computation could reach up to an equivalent of eleven (11) years full backwages. This is the average period that an illegal termination case is finally resolved reckoned from the time of an employee’s his dismissal up to the time the Supreme Court renders its judgment. This study focuses on the evolution of the law and jurisprudence on termination, with the end-in-view of suggesting amendments to the termination law to make the computation of backwages practical, fair and just to all concerned.

THE ENACTMENT OF A LAW DEFINING AND PENALIZING THE FAILURE OF THE INQUEST OFFICER TO DETERMINE COMPLIANCE WITH THE MANDATORY PERIOD OF ALLOWABLE DETENTION: A CRITICAL ANALYSIS

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The 1987 Constitution mandates that before a person can be arrested, a warrant of arrest is indispensable. However, the rules on Criminal Procedure provided for instances when a person can be arrested without a warrant of arrest. Persons who were arrested without a warrant of arrest have to be subjected to an inquest proceeding to be conducted by the Inquest Officer, who shall determine if the arrest was properly made and shall thereafter, recommend the proper charge/s to be filed in court. A public officer or employee who had arrested and detained a person without the benefit of a warrant is required to commence the inquest proceeding within the mandatory period provided in Article 125 of the Revised Penal Code of the Philippines; otherwise, he can be charged and penalized for violation of Delay in the Delivery of Detained Persons to the Proper Judicial Authorities. Hence, it is the first and foremost duty of the Inquest Officer to determine if there is compliance with the mandatory period for allowable detention; if none, then he should order the release of the person detained and subject him into preliminary investigation but considering the dearth of law penalizing such, the Inquest Officer wittingly and deliberately fails to consider it. This study analyzes the need to enact a law defining and penalizing the failure of the Inquest Officer to determine compliance with the mandatory period for allowable detention.
CHRIST AS FORM AND IDEOLOGY IN SELECTED TAGALOG PROLETARIAN NOVELS OF FAUSTINO AGUILAR (1907-1911)

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This research work analyzed selected Tagalog proletarian novels of Faustino Aguilar (1882-1955) to identify the ideology deployed by the author in his novels. Here, ideology is Eagleton’s discursive field that “attends to the promotion and legitimization of interests of social groups in the face of opposing interests”.

The result of the analysis showed that Aguilar through his novels emphasized the deplorable and seemingly irreparable state of the Filipino working class during the Philippine pre-commonwealth period. He evinced that this condition was brought about by the abuses of the owners of capital, supported by various social apparatuses that help legitimize the abuses of this hegemon. Furthermore, because of the centuries of social conditioning and pedagogy by political and religious colonizers, the Filipino proletarians of the period were described as remarkably subservient, submissive, fatalistic, and were thus, exploitable. Aguilar strongly argued, through various narrative modes, that the singular solution to the predicament confronting the Filipino proletarian class was armed revolution. This work demonstrated that Aguilar utilized four modes of deployment in the novels to articulate this ideology: 1) through direct utterance by an omniscient narrator, 2) through the voices and thoughts of his characters, 3) through dialectical episodes, and 4) by using Christological images as signs to carry ideological content. This work used Mojares’ Theory of the Filipino Novel and Ileto’s Theory of “Articulation from Below,” to argue and conclude that Christological images were the most imaginative and effective communication mode used by Aguilar.

THEME AND FORM OF “HUDHUD OF DINULAWAN AND BUGAN AT GONHADAN”

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In 2001, UNESCO proclaimed the Ifugao epic hudhud as one of the 19 masterpieces of the oral and intangible heritage of humanity. This study aims to promote greater understanding and appreciation of and interest in epics, the highest form of oral literature. The analysis is anchored on E. Arsenio Manuel’s theory of the Philippine ethno-epic. A descriptive-qualitative method was used in this study. Immersion, observation and random informal interviews in Ifugao (Kiangan, Asipulo and Lagawe) were employed in gathering and validating data. The narrative structure and characterization of the epic heroes were determined through textual analysis. A contextualist approach in the analysis of the text was utilized to validate the identified Ifugao culture that is still practiced today.

This study aimed to answer: (1) What is the narrative structure of the epic? (2) What theme/s and cultural character traits are revealed through the narrative structure of the epic? (3) What socio-political symbols are reflected in the narrative structure and characterization? and
(4) How does the *uyauy*, the traditional marriage of the wealthy Ifugao, define the socio-political strata of the Ifugao people? The *hudhud* variant which is the focus of the study is a historical record of the traditional and unique customary laws of the ancient Ifugao people that have survived to this day. The epic presents the traditional culture of the Ifugao people despite the Christianization and modernization. It reveals the beauty and legacy of the great ancestors of the highland that need to be protected and preserved. It is a cultural artifact that sheds light on the people’s traditional marriage rituals and self-actualization of the people, defining the Ifugao identity and the Filipino in general. This study helps in the preservation of the sacredness of the tradition. It will also attract more scholars, local and international, to understand and preserve the rich and dying tradition.

Management Engineering

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

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Real time customer demand is the latest trend in the global supply chain. In line with this, the study evaluate and determine if the demand driven strategy is applicable to the metalworking industries through the five (5) dimensions of supply chain collaboration index. Demand driven strategy is the production of goods based on customer’s demand which makes the firm agile and responsive. A one-way ANOVA has been used to determine the significance of the firm’s supply chain perspective in innovation, investment, communication, operations, and value. 5-point Liekert scale survey data collected from 76 firms of the organization was used in this study. Initial result shows that the level of perception in the applicability of the demand driven strategy differs significantly in the size of the firm at 0.05 level of significance. This is also based on the perception of the firms in respect with the five collaborative relationship dimensions. This can support the goals of the Department of Trade and Industry (DTI) to make the industry be competitive, to have access to the market, and to increase the industry’s efficiency and profitability.

**ELECTRICITY CONSUMPTION RESPONSIVENESS OF MERALCO RESIDENTIAL CUSTOMERS TO DEMAND SIDE MANAGEMENT**

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This study aims to investigate the demand response in electricity consumption of MERALCO residential customers to its demand side management program using time-of-use rates. Demand side management program using time-of-use rates reflects the cost of producing
electricity using different hourly prices thus, motivating residential customers to shift their electricity consumption during the period when the electricity price is lower. The study considers the influence of household characteristics, consumption behaviour, and willingness to shift usage to off-peak periods, and ownership of air conditioning units on demand response in the residential customers of MERALCO in Metro Manila. The study uses the survey data collected from 297 residents in Metro Manila, Philippines. Time-of-use rates program is envisioned to help further residential customers. Initial results show that demand response of consumers is strongly attached to the following variables: occupants strive to reduce the electricity consumption (20.7%), flat iron (16.4%) and washing machine (13.4) at 5% level of significance.

Medical Physics

IMAGE QUALITY AND DOSE ASSESSMENT OF ADULT HEAD SCANS USING DIFFERENT MODELS OF 16-SLICE COMPUTED TOMOGRAPHY MACHINES

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Computed tomography (CT) provides diagnostic images in “slices” through exposure to ionizing radiation. Based on statistics, most health care facilities in the Philippines use 16-slice CT machines for head scans. It is essential that the dose delivered during examinations should be as low as possible but enough to produce an acceptable image. The study aims to assess and compare the doses given in head CT scans and the quality of the images to the reference values and to the image criteria of radiologists, respectively, using different models of 16-slice CT machines. The researchers conducted the study in nearby CT scan facilities with 16-slice CT machines. They assessed the image quality by scanning an ACR CT accreditation phantom (Gammex 464) using the parameters set by the facility’s or manufacturer’s protocol. For dose measurements, they scanned a head CTDI phantom and measured the CTDI using an Unfors Xi CT detector. Based on the scanned images of the phantom, most of the machines passed the CDRRHR criteria for CT number accuracy, slice thickness accuracy and uniformity. Initial results show that the Hitachi Eclos 16 has the highest contrast to noise ratio with a value of 3.03. It can also detect 3 mm cylinders at low contrast. This is due to the higher slice thickness being used by the health facility in routine head scans. Both the Siemens Somatom Emotion 16 and the Toshiba Alexion 16 have the highest observed high contrast resolution with a value of 8 lp/mm. The measured CTDI\textsubscript{vol} for Hitachi, GE, Siemens, Toshiba and Philips CT machines are 65.92 mGy, 63.72 mGy, 55.96 mGy, 30.85 mGy and 34.36 mGy, respectively. The Philips MX16 machine gives the lowest dose due to the protocol of using a lower mAs. Most of these values are lower than the dose displayed by the consoles. However some are above the diagnostic reference levels.
Fluoroscopic imaging is essential in many diagnostic and interventional procedures. However, one of the procedures with the highest doses recorded is percutaneous nephrolithotomy (PCNL) which can result in relatively high radiation doses and carries some risk to medical personnel. One of the risks includes radiation-induced skin injuries and the underlying tissues (overexposed). Medical personnel are exposed to secondary radiation in the form of scattered radiation. The principle of ALARA (as low as reasonably achievable) should always be used to prevent such radiation exposures. The objective of this study is to determine whether the doses received by the medical personnel after a series of PCNL procedure is within the accepted dose levels for occupational exposure required by the Department of Health (DOH). Radiation doses received by the medical personnel are measured using an optically stimulated luminescence (OSL) dosimeter. This dosimeter provides measurements of radiation doses which have been absorbed by the medical personnel’s body. Measurements after a month of monitoring of PCNL procedure indicates that the average medical personnel doses received is 0.167 mSv (not adjusted against background radiation) and 0.0067 mSv (adjusted for background radiation). This results in an annual dose estimate of about 1.608 mSv. This annual dose estimate is below the 20 mSv annual dose limit for occupational exposure required by the DOH.

The use of ionizing radiation in mammography implies a risk of cancer induction to its patients. To deliver the least amount of dose to achieve an acceptable image quality is the main objective of every mammography quality assurance program. This study was aimed at evaluating the breast glandularity and mean glandular dose (MGD) during breast screening using a full-field digital mammography unit of the National kidney and Transplant Institute. The methodology used was consistent with the procedures prescribed in the IAEA TRS 457. Required information such as the patient age, projection, compressed breast thickness, technical factors used in imaging, and displayed MGD were recorded for 200 mammographic images obtained from 50 patients. Results show a mean breast glandularity of 42.66% and 35.29% for craniocaudal and oblique projections respectively. The MGD corrected for individual breast glandularity was calculated to be 1.6976 mGy and 1.6571 mGy for craniocaudal and oblique projections respectively. The breast glandularity calculated MGDs are 7.08% and 3.94% higher compared to MGDs computed for 50% breast glandularity.
PHYTOCHEMICAL SCREENING AND CHANGES IN HEMATOLOGICAL AND BIOCHEMICAL INDICES OF ALLOXAN-INDUCED DIABETIC RATS TREATED WITH GLOCHIDION CAGAYANENSE (PHYLLANTHACEAE) LEAF EXTRACT

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A number of herbal medicines have been discovered for their anti-diabetic effect. In spite of the numerous studies conducted in herbal medicine with anti-diabetic properties, none has been done for the determination of the anti-diabetic activity of Glochidion leaf extract. *Glochidion cagayanense* C.B. Rob is an endemic plant found in the northern part of Luzon, Philippines, specifically Peñablanca, Cagayan Valley. It is commonly called as Sangi (Bgb. Igt.) and Marmarunggay (Agta). This study aimed to investigate the phytochemical components and to evaluate the changes in the hematological and biochemical indices in alloxan-induced diabetic rats. This study also determined if the plant extract stimulated the production of erythropoietin from the bone marrow improving hematological indices. The Sprague dawley rats were divided into nine groups. The treatment lasted for 14 days; after which, the rats were humanely sacrificed. Diabetes mellitus was induced by intraperitoneal injection of alloxan monohydrate (150mg/kg bodyweight). The semi-crude extracts were obtained in sequential extraction using hexane, dichloromethane and methanol. The extract was administered orally at 250 and 500mg/kg (both to normal & diabetic rats) and metformin at 50mg/kg bodyweight. Thin layer chromatography analyses of extract were detected positive on flavonoids, tannins, phenols, sugar, steroids, anthraquinones, essential oils and higher alcohols. Compared to test control, the treatment lowered significantly (P<0.05) serum glucose, blood urea nitrogen, and triglycerides. However, increased significantly (P<0.05) serum cholesterol, high-density lipoprotein, low-density lipoprotein, hemoglobin and hematocrit. Induction of diabetes led to increased levels of blood urea nitrogen, cholesterol, low-density lipoprotein, triglycerides and a low level of high-density lipoprotein, hemoglobin and hematocrit levels. Blood urea nitrogen, triglycerides, high-density lipoprotein, hemoglobin and hematocrit were significantly reversed. These results indicate the therapeutic effect of the leaf extract as hypoglycemic, hepato-renal, cardio-protective and stimulate the production of erythropoietin from the bone marrow of the diabetic rats. All the semi-crude extracts showed positive effect. This study also revealed the pharmacological active compounds present in the leaf extract.
ANTIMICROBIAL ACTIVITY AND PRELIMINARY PHYTOCHEMISTRY OF THE PHILIPPINE ENDEMIC Greeniopsis multiflora Elmer (Merr.)(RUBIACEAE) CRUDE LEAF EXTRACT

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The emergence of “superbugs” or antibiotic-resistant bacteria and the undesirable side effects of some synthetic antibiotics have prompted medical researchers worldwide to look for alternative sources of novel, bioactive compounds such as endemic plants. The coffee family (Rubiaceae), although the fourth largest flowering plant family in the world, is understudied in the Philippines in terms of both basic and applied research. Of particular interest is Greeniopsis multiflora, an endemic, uncharismatic and cryptic taxon with high pharmacological potential as revealed by recent, molecular phylogeny-based classifications. The present study is the first attempt to evaluate the antibacterial and antifungal activities of G. multiflora crude leaf extract. To evaluate the biological activity of the methanolic crude leaf extract, disc diffusion (against bacteria and yeast), mycelial expansion and spore germination (filamentous fungi) methods were employed. To investigate the influence of pH and temperature, the crude extract was subjected to different pH and temperature then assayed again by disc diffusion method. The minimum inhibitory concentration (MIC) was determined by microtiter plate method. In vitro time-kill study of G. multiflora was assessed against MRSA through plate count technique. Additionally, the preliminary determination of the chemical constituents of the crude extract were analyzed through thin layer chromatography and bio-autography. Diameter measurement of the zone of inhibition of the crude extract activity against MRSA and S. aureus has MIC/MBC value of 1:32 mg/mL. The time-kill test against MRSA showed an instant kill and in 1:2 dilution after 12 h of interaction, the colony count was zero. The reduction in 1:4 and 1:8 dilutions were started from 0 h of interaction while in 1:16 dilution was started at 4 h of interaction. The range of reduction for 1:32 dilution was 4 to 12 h of interaction. TLC results exhibited the presence of phenols, tannins, flavonoids and essential oils.

DEGRADATION OF SELECTED SYNTHETIC DYES BY YEAST CONSORTIUM

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Discharge of dyes in the environment poses a big threat as they are poorly biodegradable. In search for alternatives to physical and chemical treatments, biodegradation of synthetic dyes by different microbes is emerging as an effective and promising approach. The bioremediation potential of many microbes for synthetic dyes has already been demonstrated. However, little is known on the efficacy of yeast consortia to decolorize dyes especially in the Philippines. Hence, this study will offer more insights in the capability of this developed microbial consortium to decolorize and degrade synthetic dyes. In this study, a total of 15 organisms were obtained from various sources such as rose leaves, pineapple fruit peels, and pineapple leaves. Each organism was screened to get the best degraders for the selected dyes namely- Direct Pink B, Disperse Yellow 5G, and Reactive Turquoise Blue G. After a series of thorough screening of yeast isolates in a medium containing 50mg/L of dye and water only, the best degraders for each
dye were *Candida guilliermondii*, *Candida dubliensisis*, and *Candida famata*, respectively. The isolates were able to reach 57.6%, 53.2%, and 62.3% reduction in their respective dyes after 7 days at shaking conditions. Yeast isolates were optimized according to different concentration of dyes, pH, and temperature. All three organisms obtained the best degradation yield at 50mg/L of dye but were able to tolerate up to 150mg/L. It has also been found that *Candida dubliensisis* and *Candida famata* thrive well at pH 4. Moreover, the former grew well at room temperature while the latter is at 37 °C. Meanwhile, *Candida guilliermondii* grows best at pH 9 and at 37 °C. All isolates did not show any antagonistic activity after lawn-spotting method was employed for the formation of different consortium. The combination of *Candida guilliermondii* and *Candida dubliensisis* produced the best degradation rate at 51.4% in Disperse Yellow 5G after 4 days of observation. Further analysis will be done using Fourier Transform Infrared Spectroscopy to assess if the dyes were degraded by the yeast isolates.
MNEMONIC MEMORY TRAINING PROGRAM AND ITS EFFECT ON IMPROVING THE MEMORY SELF-EFFICACY OF OLDER ADULTS

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One of the most common concerns of older adults is loss of memory because it usually affects their lifestyle and can have serious implications to their over-all health. Consequently, mental stimulating activities like memory training has been introduced employing various strategies particularly mnemonics to enhance memory performance. Though, there is still a gap in introducing mnemonic memory-training program in the local setting. Therefore, the focus of this research was to create a mnemonic memory-training program that improves the memory performance of the Filipino older adults. This quasi-experimental study utilized the Multi-factorial Memory Questionnaire (MMQ) to evaluate the effect of mnemonic memory-training program (MMTP) in improving the older adults’ memory self-efficacy. A total of one hundred subjects (n=100) were enrolled in the study with 50 subjects receiving the mnemonic memory training program while another 50 subjects served as the control group. Independent T-test revealed the following results: Scores on MMQ-Contentment were higher in the experimental group (M = 3.37, SD = 0.08) than the control group (M = 2.63, SD = 0.04), (t = 8.33, p<0.01). Similarly, scores on MMQ-Strategies were higher in the experimental group (M = 1.99, SD = 0.09) than the control group (M = 0.96, SD = 0.10), (T = 7.99, P<0.01). Moreover, paired T-test revealed greater contentment with their subjective memory (t = -4.50, p<0.01), good subjective memory ability (t = -5.54, p<0.01), and frequent use of memory strategies (t = -8.02, p<0.01) after the program implementation. Findings of this study suggest that the mnemonic memory training program was effective in increasing the memory self-efficacy of the Filipino older adults.

UTILIZATION OF RICHMOND AGITATION SEDATION SCALE (RASS) IN THE NURSING ASSESSMENT OF SEDATED NEURO ICU PATIENTS

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Majority of sedated ICU patients sustain sedation-related complications, which may not be detected right away. As a result, sedation scales are formulated and now globally utilized to monitor their level of consciousness. However, there is still an arising need to introduce sedation scales as part of daily nursing assessment of patients in the local setting. Thus, the purpose of this study is to assess the effect of Richmond Agitation Sedation Scale (RASS) in assisting the nurses in assessment sedated Neuro ICU patients. A descriptive correlational design was utilized to test the validity and reliability of RASS in the Neuro ICU of a tertiary hospital in Metro Manila. Eleven post neurosurgical patients were observed by 27 staff nurses together with two physicians to test the interrater reliability of RASS. A total of 234 observations were recorded which showed an excellent interrater reliability between nurses vs. attending physician (weighted κ=0.926), nurses vs resident physician (weighted κ=0.906), and attending physician vs. resident physician (weighted κ=0.942). In accordance, a moderate to high correlation (r= 0.702, p< 0.01) between RASS and GCS scores were demonstrated. A survey of
Neuro ICU nurses revealed that they find RASS easy to use (mean=4.970, SD=0.8624) and are satisfied (mean =5.2037, SD=0.7597) with the scale. Additionally, the staff nurses perceived an improvement in their assessment skills (t=2.859, p<0.01) after utilization of RASS. In conclusion, RASS is an effective and easy to use sedation scale to monitor Neuro ICU patients for nurses.

ON BEING AND BECOMING NURSES: A GROUNDED THEORY STUDY OF THE PROFESSIONAL ROLE EMBODIMENT AMONG FILIPINO OCCUPATIONAL HEALTH NURSES

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Critical to the practice of nursing as a profession is the embodiment of a strong professional identity that enables nurses to function at their level best given various contexts and conditions. It should be noted, however, that occupational health nurses, are often isolated from professional support, as compared to their hospital counterparts. Capitalizing on the power of grounded theory design, this investigation is aimed at conceptualizing the process of role embodiment among a select group of occupational health nurses from a wellness service management company in the Philippines. Data were gathered via a three-part instrument, particularly *robotfoto*, vignette and in-depth interview. The Glaserian grounded theory design which consists of open, axial and selective coding process was employed. To ensure the validity of the emerging themes, member checking procedure coupled with resonance and reflexivity were observed. Two interesting conceptualizations emerged through constant comparative method. First is the Role Embodiment Model among Occupational Health Nurses which describes the phases of expertise building, compatibility shaping and partnership reinforcing that the participants underwent as they embrace the role of occupational health nurses. Second, the Double Helix Model of Occupational Nurse Role Adjustment has eidetically identified the interlocking phases of role adjustment, namely: looking back, looking within, looking forward and looking beyond. Findings of this study will contribute to a better understanding of the occupational health nurse role by illuminating the wealth of the role embodiment process that shaped the development of their professional role. Further, this study can contribute significantly to theory building efforts that can expand theoretical and practical understanding of the being and becoming among professional nurses in the Philippines.

NURSE PRACTICE ENVIRONMENT AND QUALITY OF CARE IN A MULTIGENERATIONAL WORKFORCE

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In recent years, the nurse practice environment includes nurses from multigenerational cohorts (Brownie, 2012; Brunetto, Wharton, & Shacklock, 2011; Cahil & Sedrak, 2012; De Meuse and Mlodzik, 2010; Foley, Florence & Yonge, 2012; Gursoy, Jamieson & Andrew, 2013; McCready, 2011 and Nelson, 2012) presenting organizational hurdles as they collaborate on nursing teams (Salahuddin, 2010 and Weingarten, 2009) that affect the quality of care they render. This study aimed to ascertain the relationship of nurse practice environment (NPE) and
quality of care (QoC) in a multigenerational workforce. The researcher made use of three part questionnaire to facilitate data collection: Respondent’s Robotfoto to gather demographic data; The Practice Environment Scale of the Nursing Work Index (PES-NWI; Lake, 2002) to determine the status of NPE; and Karen-Personnel Instrument (Lindgren & Andersson, 2010) to measure the QoC based from nurses’ perspective. Results of pilot test revealed Cronbach’s alpha reliability coefficient of 0.952 (NPE) and 0.836 (QoC) respectively. Data from staff nurses (N=213) who were randomly selected from two (2) JCI-Accredited hospitals in Metro Manila were analyzed through the utilization of Multiple Linear Regression (MLR). Results indicate that a positive manager’s ability leads to a positive psychosocial relations of nurses (β= 0.419; p<0.01) and work satisfaction (β= 0.303; p<0.01). However, it shows a negative effect on job security (β= -0.169; p<0.01). Additionally, an increased nurse participation reveals a negative effect on commitment (β= -0.212; p<0.01) and openness/closeness (β= -0.182; p<0.01). Furthermore, adequate staffing increases work satisfaction (β=n0.225; p<0.01), but has a negative effect on job security (β= -0.236; p<0.01). Apparently, results indicate that multigenerational workforce does not influence nurse practice environment and quality of care. Findings of this study can expectedly yield valuable insights that would assist nursing leaders to further examine the nurse practice environment so that nurses could function at the highest scope of clinical practice.

ANTECEDENTS AND CONSEQUENCES OF TIME MANAGEMENT PRACTICES AMONG INDONESIAN HEAD NURSES

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The self-esteem and work values of head nurses to time management practices is a determining factor of health service in Saint Elisabeth Medan Hospital. The extent to which time is well managed facilitating the delivery of the quality of hospital services which is influenced by its antecedents and consequences: self-esteem and value of work. The growth and the influences of self-esteem and work values determine the way they work using time management. This research is a descriptive and correlational study to test the influences of self-esteem and work values (antecedent and consequences) to the time management practice of the head nurses in in-patient service in Saint Elisabeth Hospital in Medan, Indonesia. Using the questionnaire of Time Management Practices, Self-esteem and Work Values, the variables were measured based on the perception of the respondents. The data were gathered from the head nurses and the selected staff nurses, numbering 186 respondents, using stratified random sampling technique. The overall result of the analysis of self-esteem is M=2.53, Sd.=1.15 (antecedents) which slightly influences the improvement of the self-esteem (consequence). The overall result of the analysis of work values is M=2.73, Sd.=0.99 (antecedent) which moderately influences the improvement of work values of the head nurses (consequence). Of time management practice, majority of the mean value explains that the elements of Time Management Practice were most of the time practiced. Using Pearson Correlation Analysis, the significant correlation of self-esteem to time management practices as indicated by (r=.690, p=.024), and work values to time management practices is (r=.651, p=.041) which means that although self-esteem and work values had not grown or improved significantly, there remained a correlative relationship between self-esteem and work values to time management practice. Self-esteem and work values did not always become the absolute factors of well-practiced time management. Other factors which also influence time management practice of head nurses in Saint Elisabeth Hospital are the economic condition of the head nurses and the relationship
between the hospital management and its members. The findings can be a basis for developing a purpose leadership program of the head nurses.

THE RELATIONSHIP OF STOMA CARE SELF-EFFICACY, INCIDENCE OF STOMAL AND PERISTOMAL COMPLICATIONS, AND LEVEL OF ADJUSTMENT AMONG PATIENTS WITH FECAL STOMA

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The term “stoma” is a Greek word which means “opening” or “mouth”. Stoma is surgically formed where a portion of an internal body organ such as intestine is attached to an external body part particularly the abdomen, in order to divert the flow of body waste like feces due to specific conditions or diseases. This is commonly known as colostomy if the organ involved is colon and ileostomy if it is the ileum. Creation of stoma results to disfigurement of physical body appearance and alteration of body’s elimination process, which eventually lead to problem towards adjustment and more burdensome for some who acquire complications, for example peristomal irritant dermatitis, bleeding, hyperplasia, and the like. Nonetheless, literatures show that a good caring of stoma can alleviate the sufferings of patients with a stoma. However, nurses in the ward are always busy; hence, most frequently patients who have undergone stoma surgery are being discharged from the hospital without being taught thoroughly on how they are going to take care of their stoma. Hence, this study aims to emphasize the significant relationship between self-efficacy on stoma care and incidence of complications and level of adjustment among patients who have undergone a life-changing stoma surgery. This is a descriptive-correlational study that has utilized convenient sampling. Three developed tools have been used after being examined for reliability and reviewed by experts for face and content validity. The statistical treatment used to examine the relationship between the variables is Spearman’s Rho. Findings have revealed that there is a significant relationship between stoma care self-efficacy and incidence of stomal and peristomal complications (p=<0.0001) as well as adjustment (p=<0.0018), and at the same time complications with adjustment (p=<0.0098). The findings reflect that the patients with a stoma who have high self-efficacy towards stoma care are most likely to have better adjustment and able to manage very well the complications that occur.

SUICIDE RISK ASSESSMENT USING THE INTERPERSONAL-PSYCHOLOGICAL THEORY OF SUICIDAL BEHAVIOR AMONG SELECT COLLEGE STUDENTS

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Suicide remains to be a significant problem worldwide. According to the world health organization, it accounts for more than 800 deaths yearly and is the second leading cause of death among those 10-24 years of age. Recently, a growing number of foreign studies have investigated the utility of Joiner’s Interpersonal-psychological theory (2005) of suicidal behavior for providing a better understanding of suicidal behavior. This comparative correlational study aims to examine suicide risks using the constructs of the theory mentioned above—thwarted belongingness, perceived burdensomeness, and acquired capability to commit suicide—among
college students. Self-report questionnaires namely: Interpersonal Needs Questionnaire (INQ), Acquired Capability Suicidal Scale (ACSS) and Suicidal Behavior Questionnaire – Revised (SBQ-R) to assess thwarted belongingness and perceived burdensomeness; acquired capability; and suicidal risk, respectively; was completed by selected college students (n = 186). Pearson’s correlation coefficient and logistic regression were used to assess the association; and likelihood ratio test was used to compare the association.

Results revealed that 35% of the respondents have suicidal risk and with α = 0.05 level of significance, study shows that thwarted belongingness (p = 0.000) and perceived burdensomeness (p = 0.000) are significantly associated to higher suicidal risk; and that an increase of these factors will most likely increase suicidal risk by 9% and 12% respectively. Acquired capability (p = 0.068), however, is not significantly associated to suicide risk. Furthermore, the interaction of the three components: thwarted belongingness, perceived burdensomeness and acquired capability (p = 0.000) is significantly associated with higher suicidal risk. And when these factors are taken together, perceived burdensomeness is the only factor that has the same predictive capability in relation to suicidal risk. While the Philippines, having low suicidal rate, the result is indicative of an increased suicide risk among the subjects. Hence, result of this study provides support for the theory that the convergence of these three factors is associated with higher suicide risk among a select college students samples.

VALIDATION OF NURSING CARE COMPETENCIES OF NURSES IN HUMAN IMMUNODEFICIENCY VIRUS (HIV) AND ACQUIRED IMMUNODEFICIENCY SYNDROME (AIDS) TREATMENT HUBS

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With the large increase of the number of new cases of Filipinos living with HIV and AIDS this 2014, the need for highly qualified, competent nurses that would deliver care to their individualized needs has sought the demand for expanded roles of nursing care due to the complexity of its disease management. Despite better access to resources, the limited number of Filipino health care professionals, including nurses, who are available to address the individualized needs of these people, would add up to the challenges of the country towards combating HIV/AIDS by 2015. A quantitative research design was utilized to validate nursing competencies on (1) care, treatment and prevention, (2) psychosocial, spiritual and ethical issues, (3) psychomotor skills and (4) professional expectation required of nurses in the delivery of HIV and AIDS Nursing Care. A total of 13 nurses, including 2 nurse experts and 11 staff nurses from 3 duly recognized treatment hubs in Metro Manila, were asked to judge the validity of a list of competency statements based on their perceived level of importance, frequency of use and practicability of use. Descriptive statistics was used to determine the validity of the competency statements in terms of level of importance, level of practicability of use and level of frequency of use. Results showed that the nurse experts judged the competency statements to be very important (mean=3.5933, SD=.47511) and always used in the practice (mean=3.9844, SD=.02110) while the staff nurses found the competency statements to be always used (mean=3.7328, SD=.19693) and very practical (mean=3.7504, SD=.18927). Independent Sample T-test showed an agreement between the level of importance and extent of use of the competency statements as judged by the nurse experts (p value=.452) and an agreement between the extent of use and the practicability of use as perceived by the staff nurse (p value=.833). Hence, the perceived level of importance and practicability of use of the formulated
competency statements were revealed essential in the practice of HIV and AIDS Nursing in the Philippines. The outcome of the study will help the nursing workforce in developing HIV and AIDS specialty programs for nurses in the country.

CORRELATES OF HEALTH SEEKING BEHAVIOR OF OLDER ADULTS

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The number of older adults is continuously increasing and is now becoming a major concern for both developing and developed countries. In the Philippines older adults are regarded as those aged 60 years and over. They comprise 6.8% of the 92.1 million household population (National Statistics Office, 2010). By the year 2025, it is assumed that this will rise by 3.2% making the country an aging society. Concomitant with this increase, knowledge about the health problems of older adults is constantly growing and the care management is unceasingly developing. However, this age group has a tendency to respond differently even though they have similar health problems. Some of them may neglect their health condition and its ensuring consequences. Thus, this descriptive correlational study determines the health seeking behaviour of older adults and its relationship to their demographic and wellness profile. Through purposive sampling, data was obtained from 381 respondents residing in 4 selected barangays in District II, Paranaque city. House to house interview was conducted wherein the demographic profile and health seeking behaviour were gathered using a questionnaire. Additionally, the Perceived Wellness Survey was utilized to determine the wellness profile. The findings revealed that (1) female respondents are more likely to sought treatment, (2) respondents aged 60-70 are less likely to be ill, (3) elementary undergraduates are less likely to perceive themselves as healthy and are more likely to feel ill, (4) those who are currently working are more likely to feel ill, (5) respondents who sought treatment have a higher wellness score while those who are ill have a lower wellness score and (6) demographic profile is not related to wellness.

In conclusion, health seeking behaviour of older adults has been affected by several factors. Thus, results of this study can help health care providers such as geriatric and community health nurses to promote continued growth among older adults and at the same time guiding care for their changing and diverse needs

LIVED EXPERIENCES OF FILIPINO NURSES IN JAPAN UNDER THE JAPAN PHILIPPINES ECONOMIC PARTNERSHIP AGREEMENT

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The Japan Philippines Economic Partnership Agreement (JPEPA) was the first bilateral free trade agreement for the Philippines after the Second World War and it aims to increase the trade and opportunities between the two countries. One provision of JPEPA framework focuses on the movement of natural persons and labor exchange primarily dedicated to those skilled Filipino professionals such as nurses to be accepted in Japan and cover the increasing demands due to aging and shortage in man power particularly in the health sector (Policy Brief: Philippine Senate Economic Planning Office, 2007). Today, hundreds of Filipino nurses were
deployed under the JPEPA since the first batch was sent in 2009. As of February 2014 only 15 Filipino nurses passed the Japanese licensure examination out of the hundreds who took it. Those Filipino nurses who failed this examination will still be given a chance to pass the Japanese licensure exam for the second and even a third time in 3 years to finally land a career in Japan as a registered nurse “Kangoshi” (Memorandum of Understanding between POEA and JICWELS, 2009). Nurses who did not pass during the span their 3 year contract were sent back to the Philippines.

The objective of this research is to examine the lives of those Filipino nurses deployed in Japan under the JPEPA. A total of 7 purposively chosen participants were included in this study. Grounded on Interpretive Philosophy, the study utilized the approach proposed by Max Van Manen to generate the insight. After the process of analysis of the narratives coming from the series of personal interviews and immersion along with the Filipino nurses in Japan, there are three notable themes interrelated and relative to the lives of the Filipino nurses under the JPEPA. The following themes are: (1) Otsukaresama desu “Welcome to the Japanese working environment”: Facing the Challenges (2) Ganbatte Kudasai “You can do it”: Coping with the life struggles in Japan and (3) Seikō-sha “A Successful Person”: Surviving and keeping up on the right track. Findings showed that in spite of the differences within their personal experiences, still there were certain characteristics that are common in dealing with their life challenges in Japan.

“WHAT’S INSIDE THE LABYRINTH?”: UNVEILING THE JOURNEY OF FILIPINO NURSE ENTREPRENEURS

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Entrepreneurship is a new and a developing area in the nursing profession, the notion of nurse entrepreneurialism is rarely covered and explored when considering the work of nurses (Wilson, Averis, & Walsh, 2003) because of the general perception that nursing is all about providing quality of care to patients while business was about making money. Further, it seems that the significance of entrepreneur in nursing and nurse entrepreneurs’ experiences has not been fully explored in the Philippine setting.

Anchored on the power of interpretive phenomenological approach, this qualitative study aims to explore and understand the lived experiences of Filipino nurse entrepreneurs. Five (5) participants were gathered as co-researchers through non-probability purposive sampling technique based on the following criteria: 1) they are Registered Nurses in the Philippines for three (3) or more years, 2) they have own registered businesses as classified by Project Entreprenurse of Department of Labor and Employment, and 3) they have been running their businesses for three (3) or more years. The researcher sought an ethical clearance for the research from Ethics Review Committee of the University of Santo Tomas to ensure ethical standard. The experiences of the co-researchers were then collected and enriched through unstructured face to face interviews and storytelling. Narratives were transcribed verbatim and reflectively analyzed using the approach proposed by Max van Manem. Three (3) themes emerged after thorough reflective analysis: (a) “Odd Thoughts”: Crossing the Unknown Route, (b) “Run Between”: Prove Them Wrong, (c) “Hidden Path”: An Unlikely Discovery. Preliminary findings from this study contribute to a better understanding of nursing entrepreneur, which may help nurses to venture unfamiliar field like nursing entrepreneurship.
EMPTINESS AMIDST BOUNTY: LIVED EXPERIENCES OF MOTHERS UPON CESSION OF BREASTFEEDING

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The World Health Organization (WHO) recommends that all children be breastfed exclusively for the first six months and supplemental nourishment up to two years and beyond. In the latest report issued by the International Labour Organization (ILO) and WHO in August, 2011 they mentioned the Philippines have increased from 36 percent to 47 percent of mothers’ breastfeeding exclusively. This however does not meet the universal level set by the Millennium Developmental Goal in child health. This study explored the lived experiences of married multiparous mothers as they stopped breastfeeding their children before the sixth month postpartum. Nine (9) participants were gathered as co-researchers through a purposive snowball sampling. The Co-researchers met the given criteria that 1) they have more than one child that they did not breastfeed exclusively up to 6 months 2) they are married 3) they are from 40-45 years of age 4) they were college graduates at the time they were breastfeeding and 5) they are from the middle, working class of society. Under the guidelines of the Ethical Board Committee, and the underpinnings of phenomenology, an interpretative qualitative design was employed. Using the six key steps of Max Van Mannen the study allowed researcher to extract the essence of their experiences utilizing a semi-structured interview, storytelling and participant observation hence allowing the co-researchers to narrate their lived experiences. These narratives were transcribed verbatim and through a hermeneutic exercise of reflection, the researcher arrived at three themes 1) “What? Not again!” 2) “I felt Liberated” 3) “If you breastfeed you are a good mother”. After unveiling the lives of the co-researchers the study suggests that there are other layers in the breastfeeding experience and it may be a possible resource for collaboration by health care practitioners in addressing concerns in the said phenomenon.

‘MEDS’ PLANNER: SELF-MANAGEMENT STRATEGY TO PROMOTE SELF-EFFICACY AND ADHERENCE TO CARE PLAN OF DIABETES MELLITUS 2 PATIENTS

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Diabetes mellitus (DM) has been a long standing healthcare problem and is the leading cause of morbidity by disease because of associated cardiovascular problems. It is a chronic disorder that requires lifetime control and management. Adherence to diabetes management which can contribute to glycemic control has been proven to prevent complications brought about by this endocrine problem. In spite of its importance, problems of non-adherence still exist because treatment regimens prescribed for patients are complex. Hence, this study was conducted to develop and test the effectiveness of the researcher-devised ‘MEDS’ Planner (M-medication, E-exercise, D-diet, S-self-monitoring of blood glucose or SMBG) with the use of Motivational Interviewing to promote adherence of patients to care plan. It was theoretically anchored on Azjen’s Theory of Planned Behavior. This study employed two groups, random assignment, pretest-posttest quasi-experimental design and was conducted in Bustos, Bulacan, Philippines. A total of 48 DM 2 diagnosed patients currently following prescribed management
were recruited through purposive sampling and were assigned randomly to experimental and comparison groups. The experimental intervention is ‘MEDS’ Planner with Motivational Interviewing, a researcher-devised self-management strategy which includes specific plan of care on the four aspects of DM 2 management (medication, exercise, diet, and SMBG). Outcomes were measured by The Summary of Diabetes Self-Care Activity (SDSCA) and Self-Efficacy for Diabetes Care (SEDC). To analyze the pretest and posttest scores of both groups, Wilcoxon signed-rank test was used for SDSCA and paired t-test for SEDC. To compare the improvements of both groups, Mann Whitney U test was applied for SDSCA and multiple linear regression analysis (ANCOVA) was used for SED. DM 2 patients who utilized ‘MEDS’ Planner with Motivational Interviewing in their care plan showed significant improvement on 2 components of SDSCA: exercise \( (p = 0.0038) \) and self-monitoring of blood glucose \( (p = 0.0001) \). Medication \( (p = 0.6644) \) and diet \( (p = 0.0705) \) components did not improve significantly. Significant improvement on self-efficacy \( (p = 0.0001) \) of experimental group participants was observed.

**CORRELATION OF PARENTING STYLES ON ACADEMIC PERFORMANCE AND BEHAVIOR PROBLEMS OF ADOLESCENTS**

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Societies and educators consider that family and the role of parents are the main factors responsible for many successes but also for many ills in education today (Kazmi, Sajjid, 2011) as well as misbehavior problems in children (Alizadeh, Talib, 2011). Therefore, any ignorance on the part of the parents may lead to unwanted damaging effects on children’s growth and development which thereafter may create unwanted outcomes in children’s cognitive and behavioral aspects. Thus, this study aimed to investigate the relationship between parenting styles, academic performance and behavior problems among adolescent students.

In this descriptive-correlational study, 144 adolescent students were purposively selected along with their parents. Perceived parenting styles were determined through the students using Parental Authority Questionnaire (PAQ). PAQ is a 30-item adopted questionnaire developed to measure Baumrind’s (1966) permissive, authoritarian and authoritative parenting styles. Academic performance, on the other hand, was measured based on students’ General Weighted Average (GWA) for two (2) semesters of AY 2013-2014. Tagalog translation of Children’s Behavior Problems Checklist for Ages 6-18 (CBCL/6-18) was utilized to assess the behavior problems that may exist in the student as identified by their respective parents. The result of this study showed that parenting styles has no significant relationship with academic performance of adolescents. It also showed that authoritative parent (father and mother combined) has an inverse significant relationship with behavior problems, specifically externalizing problems such as attention deficit hyperactivity problem (ADHP), sluggish cognitive tempo and aggressive behavior. Conversely, permissive and authoritarian parenting styles have shown no significant correlation with behavior problems. The results of the study implied that authoritative parenting style can prevent behavior problems among adolescents.
TEAMWORK QUALITY AND CLIENTS’ PERCEIVED QUALITY OF CARE IN PRIMARY HEALTH CARE

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Health care delivery is a complex task which necessitates the coordination and collaboration of both professional and non-professional health care providers. Teamwork among the members of the health care team is indeed important in order for the organization to achieve its mission. Among other health care settings, primary health care is one area that puts the concept of teamwork to the fore. Nevertheless, few studies had been done on examining teamwork quality in primary health care where this concept is highly advocated by many international organizations for the delivery of quality healthcare services. Hence, the researcher aimed to determine teamwork quality in primary health care and correlate it to the quality of care perceived by clients. Donabedian’s model, which is a systems-based framework of structure, process, and outcome, was used as a basis for defining quality of care. This descriptive-correlational study also made use of the translated short version of Teamwork Quality Survey and Health Center Assessment Questionnaire. Two-stage cluster sampling method was done in selecting the 22 primary health care teams of the health department of the City of Manila, Philippines. Corresponding clients of each team were selected through purposive sampling method. A total of 300 clients and 195 health workers participated in this study. Descriptive statistics and structural equation modeling (SEM) were utilized for data analysis. Results revealed a negative relationship between teamwork quality and quality of care \( (r = -0.11) \). Although statistically insignificant \( (p>0.05) \), further research needs to be done in establishing any relationship between teamwork quality and quality of care.

UPS AND DOWNS OF NURSES’ LIVED EXPERIENCES WORKING WITH AGTA

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Public health nurses are members of a health care workforce that greatly impact the community’s wellbeing. This field of nursing requires a distinct and diverse skills and knowledge to effectively render health care to the whole community. However, health care delivery does not end to the lowlanders alone, there are communities deep in the mountains that public health nurses also needs to reach out to deliver health services, such communities include the ethnic group called Agta, one of the earliest settlers in the Philippines. In addition, research about Public Health Nurses in the Philippines remains limited. Thus, a descriptive phenomenological approach were utilized in this study that aims to discover and give meanings to the experiences of Public Health Nurses working with the Agta situated in Bulacan. Seven (7) co-researchers are chosen through purposive sampling technique using a semi-structured interview to gather narratives from the co-researchers, after which, it is transcribed and analyzed with the use of a Colaizzi’s (1978) method. Three themes emerged from the narratives of the co-researchers (1) Fruit of Labor: A different sense of joy and satisfaction, (2) Steward’s sorrow: We can only do so much and (3) Change that lasts: A better self. The findings of the study enable health practitioners to understand the essence of a public health nurse’s life working with the Agta. Further, the study may serve as basis for a culturally sensitive consideration in community health nursing education.
SERVANT LEADERSHIP OF NURSE MANAGERS AND PATIENT SATISFACTION WITH QUALITY OF NURSING CARE DELIVERY

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The drastic shift in the dynamics of the nursing profession has become one of the challenges the nurse managers’ faces. In an attempt to find solution to such, the nursing community must find its way in rising up to the challenge and respond to the ever changing needs of healthcare arena. Servant Leadership as a modern leadership style presents as an alternative means to address the issues concerning the lives of the Filipino nurses, particularly in delivering safe and effective nursing care. This research is a descriptive correlational study that finds out the relationship between servant leadership and patient satisfaction with quality of nursing care delivery. Purposive sampling was used to 3 groups of respondent namely, 16 nurse managers, 103 staff nurses and 75 patients in two private tertiary hospitals in Paranaque and Muntinlupa City. The researcher utilized servant leadership questionnaire by Barbuto-Wheeler and modified patient satisfaction with quality of nursing care delivery questionnaire (.94 cron-bach alpha), respectively.

The servant leadership questionnaire as perceived by staff nurses has identified 5 attributes with mean score as follows; altruistic calling 2.90, emotional healing 2.76 and persuasive mapping 3.13 indicating the 3 behaviors as very good and 2 behaviors were rated superior in terms of wisdom 3.36 and organizational stewardship 3.22. The patient satisfaction survey has a mean score of 4.08 indicating a very good provision of quality nursing care. Further, using statistical package for social sciences (SPSS) v.22 specifically Pearson R, the result shows a moderate positive correlation between servant leadership and patient satisfaction with quality of nursing care delivery with a score of 0.49. Findings of this study will serve as a blueprint in quality assurance, enhancement programs to nurture the servant leadership behaviors and improve positive results for the community.
THE ANTIANGIOGENIC EFFECT OF *TINOMISCIUM PHILLIPINENSE* MIERS. (BAYATING) USING THE CHORIOALLANTOIC MEMBRANE ASSAY

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*Tinomiscium phillippinense*, commonly known as bayating, is an endemic plant in the Philippines. There are only few available literatures about the therapeutic activity and chemical composition of this plant. This study aims to explore the angiogenic property, chemical composition and toxicity profile of *Tinomiscium phillippinense*. The air-dried, ground leaves of *Tinomiscium phillippinense* Miers (bayating) was extracted with methanol and concentrated. The methanolic extract was partitioned using hexane, dichloromethane and butanol to afford the semi-crude extracts. Phytochemical screening via thin layer chromatography elaborated the presence of anthrones, triterpenes, sterols, essential oils, indoles, alkaloids, tannins, flavonoids and phenolic compounds. Further analysis is recommended to identify the bioactive constituents of this plant. Limit test was performed on Sprague Dawley rats which showed no mortality. No toxic symptoms were observed up to 5000 mg/kg. The angiogenic property of the crude and the semi-crude extracts were tested with the use of chorioallantoic membrane assay. Varying concentrations of 10 µg, 100 µg and 1000 µg were dispensed on a 6mm filter disc and applied on each test group consisting of 5 duck eggs. Retinoic acid and ethanol were used in the positive and negative control groups, respectively. The average total number of junctions per experimental group was obtained and was compared with the control group. One-way ANOVA was used to correlate the different fractions to their angiogenic activity.

ASSESSMENT OF THE ANTIOXIDANT AND CHOLESTEROL-LOWERING ACTIVITY OF *ARTOCARPUS OVATUS* BLANCO (MORACEAE) LEAF EXTRACT

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*Artocarpus ovatus* Blanco (Moraceae), is an endemic plant species of the Philippines. Published investigations on its pharmacological activities do not exist unlike other species of the same genus and family. Thus, this study evaluated the cholesterol-lowering activity of the *A. ovatus* ethanolic leaf extract (AOEE) in Triton X-100 induced hypercholesterolemic rats and its acute oral toxicity. The extract was further screened for the presence of phenolic compounds using colorimetric tests and thin layer chromatography. The *in vitro* antioxidant capacity of the AOEE and its solvent fractions (hexane, dichloromethane and n-butanol fractions) was assessed using 1,1-diphenyl-2-picrylhydrazyl (DPPH), hydrogen peroxide, nitric oxide scavenging assays and ferric reducing antioxidant power (FRAP) assay. AOEE was obtained through exhaustive percolation and concentrated *in vacuo* with a percentage yield of 23.57. Its aqueous suspension was sequentially partitioned with hexane, dichloromethane (DCM) and n-butanol. The resulting solvent fractions were concentrated under reduced pressure. Phytochemical screening detected the presence of anthraquinones, anthrones, flavonoids, phenols and triterpenes in the AOEE and DCM fraction while the n-butanol fraction was positive only for the presence of phenols. In the *in vitro* antioxidant assays, AOEE exhibited a
considerable DPPH, nitric oxide radical and hydrogen peroxide scavenging activity. Among the solvent fractions, only the DCM fraction showed good antioxidant capacity. AOE was subjected to acute oral toxicity test according to the Organization for Economic Co-operation and Development (OECD) 425 main test and was found to be non-toxic at 175 mg, 550 mg/kg up to 2000 mg/kg body weight of female Sprague Dawley rats. Gross necropsy findings of the essential organs of the rats post toxicity test were all normal. AOE orally-treated rats at increasing doses of 200, 400 and 600 mg/kg demonstrated significant and time dependent reduction of serum levels of Total Cholesterol, Triglycerides and Low Density Lipoproteins (p < 0.001). Concentration of High Density Lipoproteins (p < 0.001) increased after 21 days of oral treatment.

IN VIVO/IN VITRO ANTICOAGULANT EFFECT OF THE ETHANOLIC EXTRACT FROM THE LEAVES OF FICUS PSEUDOPALMA BLANCO (MORACEAE)

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The potential anticoagulant activity of the crude ethanolic extract of _Ficus pseudopalma_ Blanco (Moraceae) is undergoing investigation both in vitro and in vivo. The occurrence of coumarin derivatives in some ficus species triggered the phytochemical screening for the presence of coumarin in _F. pseudopalma_. Coumarins belong to the benzopyrone family under the polyphenolic group of flavonoids. The crude ethanolic extract of _F. pseudopalma_ (EEFP) was obtained by exhaustive percolation and concentrated in vacuo. The crude extract and its fractions (petroleum ether, chloroform, ethyl acetate, n-butanol and water fractions) all gave a positive result for y-benzopyrone nucleus using the “Wilsttater cyanidin” test. When these were subjected further to thin layer chromatography, the presence of coumarin was confirmed with the appearance of a prominent blue colored zone which was visualized at 365 nm. On-going in vitro assessment of anticoagulant activity of EEFP is by determination of clotting time using the slide method as compared with warfarin positive control. Likewise, In vivo determination of prothrombin time /International Normal Ratio in randomized male Sprague-Dawley rats of five groups of (1) negative control, (2) positive control using oral anticoagulant warfarin at 16 mg/kg/ day and crude EEFP at (3) 500 mg, (4) 1500 mg/kg to (5) 2000 mg/ kg/ BW per day is approaching completion. One way ANOVA will be used for the statistical analysis and interpretation of the anticoagulant effect of _F. pseudopalma_. Acute oral toxicity was not performed to avoid duplication of several studies that indicate the absence of toxicity of _F. pseudopalma_ at 2000 mg/kg BW.
TRUTH AS THE TOTAL PERSON (AN EXPOSITION OF KIERKEGAARD’S THOUGHT ON TRUTH AS SUBJECTIVITY AND ITS RELEVANCE)

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Truth as one of the many philosophical topics is debatable in the history of philosophy. As an existentialist, Kierkegaard’s starting point is existence. Regarding the concept of truth, he emphasizes subjectivity as truth, or truth is subjectivity. It is not a kind of subjectivism, but emphasizing the concrete human being as subject which is unfinished or in never ending process of becoming who relates himself to the truth, essential truth. As a subject, the human being has relations to the world, to the objects or even to himself as an object. And based on these relations, it bears knowledge with each criterion of truth. Kierkegaard was emphasizing subjective criterion of truth, then he arrived at his controversial theses that truth is subjectivity. Presenting explanation of it, one should be clear of Kierkegaard’s problem regarding the meaning of being and its scope. Subjectivity in this context seems as a mood of being in the world which is not contrasted strictly from objectivity, for Kierkegaard did not deny objective truth. As a mood of being in the world, truth as subjectivity is understood as individual choice and commitment; and as individual performance. Kierkegaard’s notion of subjectivity shows the primacy of human being as a subject. It is not only important aspect, but it is the truth itself. Truth is not unity of all attributes or ideas constituting a person. Truth is the total person. Term total should be seen as wholeness, integrity, completeness (but not in sense of finish-ness), and even authenticity of person

THE ETHICS OF WORLDLINESS AND ITS CONTRIBUTION TO POLITICAL RECONCILIATION: A STUDY OF HANNAH ARENDT’S POLITICAL THOUGHT

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Hannah Arendt’s works mostly deal with past political violences, particularly performed by Hitler’s regime in Germany in the tragedy of the Holocaust. In Arendt’s view, this violence has raptured modern civilization. It has shattered all political thoughts and moral judgments. However, it is surprising that Arendt still appeals to human thinking to make sense of that kind of violence. Here she offers a worldly perspective of thinking that is based on neither traditional political nor moral standards, but rather on the world and action taken place in that world. It is thinking about the world and judging political actions that are components of Arendt’s ethics of worldliness. This ethics emerges out of the pair phenomena of worldlessness—a condition where people are alienated from the public realm and deprived of their political membership—and the world created by human actions and speeches.

For Arendt, when we think about the world, we assume responsibility for the world, either by taking a concrete action or having an opinion about it. While in judging an action, we consider the condition where action has taken place and enlarge our mentality to include other perspectives. Assuming responsibility and representative judgment are concretely manifested in
Arendt’s discussion of storytelling and political forgiveness, which are crucial in political reconciliation. Recently, one way of promoting political reconciliation is the establishment of truth commissions with its mandate to seek for the truth of the past wrongs and thus encourage forgiveness between victims and perpetrators through testimonies and public hearings, where all are given the opportunity to tell their stories. It is in this context that I argue in this dissertation that Arendt’s ethics of worldliness can contribute to contemporary discourse on political reconciliation.

AN ASSESSMENT OF THE PHILOSOPHICAL IMPLICATIONS OF STEPHEN HAWKING’S GOD-LESS UNIVERSE VIA THE COSMOLOGY OF JOHN LENNOX

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Stephen Hawking claims that the universe does not need a creator-God; because it came to exist by spontaneous creation due to the law of gravity; or because it is one lucky cosmos to have emerged from the many possible universes; or because the Big Bang theory has simply conditioned our minds to always imply that the world began on time. John Lennox observes that Hawking’s claims may be either excessive or inconsistent. The law of gravity is only an agency, a capacity; it cannot on its own, without additional input and intelligent intervention, cause a tangible thing or phenomenon. Not all the opinions of a popular scientist are necessarily products of science; some of these may be biases or pure fiction. The real conflict is not between science and religion, but between theism and atheism. The exchange between Hawking and Lennox shows there are many points of convergence and of productive encounter between science, philosophy and religion.
A LONG TERM STUDY ON THE IMPLEMENTATION OF CLINICAL GUIDELINES FOR INPATIENT STROKE REHABILITATION IN THE PHILIPPINES

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The objective of this study is to assess the long term impact of a multi-faceted implementation strategy among Filipino physical therapists in terms of knowledge, skills, attitudes and behaviour changes as shown by adherence to a clinical guideline on in-patient stroke rehabilitation. Guidelines are systematically developed recommendations based on best evidences to assist health professionals in decision making and to provide effective evidence based health care services while maximizing available resources.

This study utilized a before and after research design. Thirty-nine participants were included from the four pre-identified rehabilitation medicine training hospitals in the Philippines namely University of Santo Tomas Hospital, Veterans Memorial Medical Center, Philippine Orthopedic Center and Amang Rodriguez Memorial Medical Center. Participants were given a multi-faceted implementation strategy based on behaviour change theories and models which includes education and training workshops, distribution of quick guides such as posters and practice visits. Changes in physical therapists’ knowledge and skills were measured 6-moths post –guideline implementation using the Adapted Fresno Test with reference to the total pre-training score (Mean 32.65; SD 20.30), whereas changes in attitude using the EBP Attitude Scale by Stevenson (2004). Likewise, adherence to evidence-based guideline recommendations were measured through chart audits based on review of physical therapy notes. With an effective introduction and contextualized and orientation to the concepts of evidence-based practice, improvement have been noted immediately after training; which however, may or may not be the scenario on a long term scale.

A CORRELATIONAL STUDY OF POLITICAL ACCOUNTABILITY OF SANGUNIAN BARANGAY AND BARANGAY READINESS FOR CLIMATE CHANGE

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Evidence-based research attested that Climate Change is a global phenomenon that brought a massive of impact to economy, government and people and to minimize the nature of its impact, the national government must to undertake social order that will ensure the needs of people by means of developmental policies that provide adequate social services that improved a quality of life for all. For this matter, this research is an attempt to evaluate the state of climate
change readiness through the political accountability of Sanguniang Barangay in Malabon. Which, the theory of decentralization takes an active participation, where the national policies for climate change are adopted by local ordinance and it is enforced monitored and reported through the barangay ordinance enacted by Sangunian Barangay. This paper also analyzes certain factors anchored to the political accountability of Sanguniang Barangay that determines the state of their readiness in climate change, such as the intensity of their accountability beyond the lines of their responsibilities and obligation stated from the local government code, the degree of their answerability through their capabilities in actual legislation, the nature of their prioritization through their enacted ordinances and the extent of participation among different stakeholders of barangay such as the sectoral representatives and the citizens in which their participation is a means that leads to community awareness.

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

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

This study aims to investigate if the level of cognitive functioning greatly affects decision making process. Perhaps, one having a high cognitive ability can make an efficient decision in a given task. This study also aims to add to the body of knowledge on how people’s cognitive functioning affects their ability to make effective decisions. Accordingly, this study utilized a descriptive-correlational design. The researcher employed her study to young adult students of STI College Cubao Campus in Quezon City through purposive sampling technique. To determine the relationship of cognitive functioning and decision making of young adult students, MD5- Mental Ability Test as well as Watson-Glaser Critical Thinking Appraisal were answered by 297 student respondents age ranges from 18 to 25 years old. Initial results show that cognitive functioning significantly correlated with the ability of making efficient decision among young adult students. Respondents who scored high on mental ability test tend to score high on critical thinking test. This shows that there is a significant relationship between cognitive functioning and decision making.
MENTAL TOUGHNESS AND MOTIVATION OF SCHOLAR ATHLETES OF SELECTED STATE-UNIVERSITIES IN REGION 02: BASES FOR A PSYCHOLOGICAL SKILLS TRAINING PROGRAM

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Sports are commonly thought activities with marked emphasis on the physical attributes of athletes; however, documented literatures have revealed the significance of certain psychological attributes to optimal sports performance. The study at hand sought to investigate athletes’ mental toughness and motives in sport participation and also to determine the significant difference of such variables between genders and type of sport as bases for the formulation and implementation of a Psychological Skills Training (PST) program geared towards strengthening and enhancing athletic performance.

This study is a two-phase research. Phase I: Descriptive research design was used to describe the Profile of athletes. Phase II: Experimental research design will be used in the formulation and implementation of a PST. The Psychological Performance Inventory (PPI) was used to determine athletes’ mental toughness and the Sport Motivation Scale (SMS28) to uncover athletes’ reasons of sport participation. Collected data were computed and analyzed using descriptive statistics and independent-test. A total of 213 scholar athletes from selected State-Universities in region 02 took part in this research. Athletes’ mental toughness revealed that there is “room for improvement” on areas of self-confidence, visual and imagery control, motivation level, positive energy and attitude control while “needs special attention” on areas negative energy and attention control. Findings further indicated athletes’ motivation in sport participation to “correspond a lot” to both intrinsic and extrinsic motivations while “corresponds moderately” to a motivation. When grouped according to gender, data revealed a significant difference on some attributes of mental toughness (self-confidence, visual and imagery control, motivation level and positive energy); conversely, there is no significant difference found with athletes’ motives in sport participation. Moreover, when data were grouped according to type of sport (individual/team), athletes’ mental toughness and motivation were reported to have no significant difference. These findings will serve as bases for the design of a PST which will be included in the final paper.

DEVELOPMENT OF ECO-COGNITIVE RITUAL INTERVENTION AND ITS EFFECT ON THE PTSD SYMPTOMS AMONG FEMALE ADULT SURVIVORS OF COMMUNAL VIOLENCE

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The repetitive nature of psychological trauma can bring about long lasting effects on individuals and society. The ever escalating causes of trauma, natural disasters, communal violence, and interpersonal violence need psychological assistance. In recent decade in India, there is an overwhelming upsurge in the communal violence. In 2008, Odisha succumbed to the cruelest ‘communal violence’ ever faced by the Christian community in post-independence India leaving many survivors with Post-Traumatic Stress Disorder symptoms. Women are more prone to develop PTSD symptoms than men, these calls for effective, affordable and culture friendly interventions to facilitate reduction of PTSD symptoms and the holistic health among women...
survivors. Therefore the goal of this research was to develop and assess the effectiveness of Eco-Cognitive Ritual Intervention on the reduction of PTSD symptoms among female adult survivors of communal violence in Kandamal, India. The study was conducted in two phases: phase 1 focused on development of the intervention program utilizing descriptive research method. Phase 2 focused on assessment of the effectiveness of the newly developed intervention program (ECRI) in the reduction of PTSD symptoms employing the true experimental research design. A total of 52 female adult survivors of communal violence were randomly assigned into both control and experimental groups. The data analysis was done utilizing mean scores, paired sample t-test, t-test for independent samples and cohen’s d. The pre-test and post-test scores of experimental group showed significant differences (p=0.000) at 0.05 levels and scores of the control group and experimental group showed significant differences (p=0.000) in the post test. The result of the study reveals the effectiveness of ECRI in significantly reducing PTSD symptoms.

EFFECTIVENESS OF MINDFULNESS BASED PSYCHO-EDUCATIONAL PROGRAM ON PARENTAL STRESS OF SELECTED MOTHERS OF CHILDREN WITH AUTISM

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Autism Spectrum Disorder is the second most prevalent neurodevelopmental disorder among children. The degree of autism is increasing 10-17 percent per year in the world (The Autism Project Silicon Valley, 2010). Mothers of children with autism experience higher levels of stress in their parenting work: poorer child behavior, anxiety about child future and social isolation (Estes et al (2009). It is important for parents to have the means to cope with such stress in dealing of their children with autism. It is also necessary to help them to handle their stress and improve their relationship with children and other family members in a healthy way. This study aimed to develop and assess the effectiveness of the Mindfulness Based Psycho-educational Program (MBPEP) for mothers of children with autism to reduce mothers’ stress related to parenting in Kerala, India. The study was conducted in two phases; Phase I was focused on the development of intervention program: Mindfulness Based Psycho-educational Program (MBPEP) involving the mindfulness-based cognitive theory and the cognitive theory of stress and coping, utilizing the descriptive research method. Phase II assessed the effectiveness of the newly developed intervention program (MBPEP) in reducing stress of mothers of children with autism, employing the true experimental research design particularly Between-Subjects: Two Independent Group Design. The parental stress scale was administered to the participants before and after the program implementation. A total of 40 mothers from semi-urban areas were randomly assigned to both control and experimental groups. The data analysis was done utilizing means score (PSS=35.75), Paired sample statistics (PSS=41.46), t-test for independent sample (PSS=37.24). The null hypothesis was tested at 0.05 level of significance. The statistical analysis between pre-test and post-test scores of the experimental group showed significant differences (P =0.000) and its post-test scores indicated significant reduction in the stress level of mothers, indicating that the Mindfulness Based Psycho-education Program (MBPEP) was effective for the participants.
PSYCHOSOCIAL SAFETY CLIMATE AND WORKPLACE BULLYING AS PREDICTORS OF TURNOVER INTENTION AMONG BPO EMPLOYEES: A BASIS FOR A WORK ENHANCEMENT PROGRAM

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The emergence of job opportunities from the business process outsourcing industry in the Philippines has been evident these past years. However, there are risks that BPO adopters failed to focus on like psychosocial issues (Gewald & Dibbern, 2009) from the occurrence of diversity set by the industry (Lauring & Selmer, 2013 and Shore et al., 2009). Thus, employee turnover became one of the global challenges for the Human Resources. This study utilized a descriptive-predictive design to further investigate on psychosocial safety climate (PSC) and workplace bullying (WB) as predictors of turnover intentions (TI) among BPO employees which is, on the other hand, essential in preventing the risk that goes along actual turnover (i.e. increased financial cost and poor quality services). The study was responded by 107 regular BPO employees who are currently with the organization for 1 to 11 year/s (Mean=4.10; SD=2.44) through a purposive sampling technique. The variables of the study were measured using the following instruments: a) Psychosocial Safety Climate (α = 0.95), b) Negative Acts Questionnaire-Revised (α = 0.90), and c) Turnover Intention Scale (α = 0.80). Partial results have shown that all three variables (PSC, WB & TI) are correlated with each other (p < 0.01). Moreover, results generally indicated that workplace bullying significantly predicted turnover intention (p=0.19; ≤ 0.05) which can be supported by the studies of Bentley et. al. (2011) and Djurkovic, McCormack & Casimir (2008). The result of the study was used to design a work enhancement program that will help the Human Resources to promote a positive psychosocial safety climate and avoid occurrences of workplace bullying among BPO employees.

“EMOTIONAL INTELLIGENCE AND PERSONALITY TRAITS OF WELL ADJUSTED AND AT RISK STUDENTS: A COMPARATIVE ANALYSIS”

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The present study investigated if emotional intelligence and personality traits has significant difference between well-adjusted and at risk responders among 160 students in Tehranpars, Tehran, Iran, that 80 of them were identified as “well adjusted” and another 80 as “at risk to become antisocial” senior high school student (age 17-20). The outcome results of MMPI tests compose which one of the students are well adjusted and witch one are at risk students. In order to measure emotional intelligence the Bar_On’s questioner inventory was administered and the Neo Five Factor inventory (Neo-FFI) for personality traits, to assess each variables. Descriptive, co relational and discriminate statistical analyses were employed in examining the data.

Results of T-test for comparison of two groups of students, shows that Emotional intelligence is significantly different between well-adjusted and at risk students (P <0.001, df=158, t= 4.48). Therefore, Pearson product-moment correlation showed that The component of Extraversion has a positive relationship with the some components of emotional intelligence but the relation was significant only for Problem Solving, Happiness,
Self Actualization, interpersonal Relationship and Optimism between well adjusted student. The component of Extraversion has a positive relationship with the component of emotional intelligence but the relation was significant only for Problem Solving, Happiness, Stress Tolerance, Optimism, Self Regard, Impulse control, Felexibility, Empathy, Assertiveness, EQ between at risk students. Recommendations for future studies are discussed.

FROM CAUSE TO EXPRESSION: A PATH ANALYSIS OF DEPRESSION AMONG SELECTED DEPRESSED COLLEGE STUDENTS IN QUEZON CITY

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Depression has been associated with altered perceived stress level, emotional expression, and immunological response. Prior researches have investigated and found that test tube white blood cells of animals are associated with stress and depression. However, there was lacking evidences on the association of depression of white blood cells, perceived stress, and emotional expression on human samples. This study investigated the link between these variables and applying a causal modeling technique in establishing an indirect causal relationship among variables. From the result, 27 assessed depressed college students in Quezon City completed measures of depression, perceived stress, and emotional expression, while Monocyte count was consecutively extracted from the assessed depressed patients. The study yielded an interesting result explaining that depression can be predicted by stress, while monocyte counts can be altered by stress but not specifically by depression. Emotional expression, however, was not found to be related to depression, stress, or monocyte counts. It was also proven that stress indirectly aggravate depression level. An exciting result was also obtained from the study wherein human monocyte sample from depressed patients was directly related and was indirectly increased by their perception of stress. The result is also suggesting further research in terms of the time of the onset of depression whether longer exposure to depression will alter the depression level of an affected suffer. Nevertheless, the results will further support a biopsychosocial approach in the treatment of depression and adds to the existing knowledge that mere perception of stress aggravates levels of depression.

A CORRELATIONAL STUDY ON SPIRITUALITY AND JOB SATISFACTION AMONG THE CONGREGATIO MATER MISERICORDIAE (CMM) BROTHERS IN INDONESIA PROVINCE

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Spirituality as an individual and open approach in the search for meaning and purpose in life, as a search for transcendental truth which may include a sense of connectedness with others, nature, and/or the divine, and that spirituality can call us beyond self to concern and compassion for others. (Underwood and Theresi, 2002). Job satisfaction is person’s affective or emotional response to his or her current job conditions. Clark et al. (2007) remark that although the past years have shown a growing interest in the relationship between spirituality and job satisfaction, only few empirical investigations have provided support for the claimed positive influence of spirituality on job satisfaction.
This research is designed to examine the relationships between spirituality and job satisfaction among Congregatio Mater Misericordiae (CMM) Brothers in Indonesia Province. In order to determine the profile of spirituality and job satisfaction and their relationships, eighty (80) CMM Brothers were chosen to be respondents. The respondents are living in various convents in Indonesia (Sumatra, Java, Sulawesi, and Kalimantan). Assessment of Spirituality and Religious Sentiment (ASPIRES) and Job Satisfaction Survey (JSS) were used as instruments to collect data. The data was analyzed by utilizing descriptive statistic like frequency and percentage distribution, means, standard deviation, Kruskal Wallis Test, and Spearman’s to determine the relationship between the variables. Result reveals that there is no significant relationship between spirituality and Job Satisfaction. Religiosity and Total JS \( (r= .151, p= .181) \), Religious Crisis and Total Job Satisfaction \( (r= -.173, p = .124) \), Prayer Fulfillment and Total JS \( (r= .330, p = .003) \) Universality and Total JS \( (r= .025, p = .826) \), Connectedness and Total JS \( (r= -.111, p = .327) \), Spiritual Transcendence and Total JS with \( r= .109, p = .337 \). The result of this study will be significant to the CMM Brothers for improving spirituality and job satisfaction.

**BRIDGING THE DSM-5 SECTION III BORDERLINE PERSONALITY TRAITS, THE DSM-IV-TR BORDERLINE PERSONALITY DISORDER AND THE INDIGENOUS PERSONALITY MODEL**

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

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The plight of university student athletes has barely occupied the priority list of Clinical Psychology, especially when it comes to the role of psychologists in improving their subjective well-being. Compared to regular students, student athletes experience a more challenging life in school since they obtain free education by being athletic scholars. As such, they experience extraordinary pressure and stressors that dampen their subjective well-being. This study aims to address the difficulty experienced by the student athletes through Mindfulness Acceptance Commitment Therapy. In this experiment, selected participant athletes were initially subjected to EEG test, to measure their baseline brainwave activity. They were also pre-tested with Subjective Well-being Scale for Filipinos (SWBSF) to measure their level of subjective well-being. For the treatment condition, the experimental group underwent seven weekly sessions of the MAC Therapy while the control group performed their own personal meditation. Both groups were then post-tested with the EEG and SWBSF to test the effectiveness of MAC Therapy in enhancing the participants’ subjective well-being. Statistical Analyses showed significant difference in the level of subjective well-being between pre and post test scores of the experimental group after the MAC sessions and an increase in the mean scores in their alpha waves as measured by the Meditation E-sense meter using NeuroSky Brain Computer Interface, while having none with the control group, signifying the apparent effectiveness of MAC Therapy in enhancing the subjective well-being of participants as manifested by their alpha wave Meditation E-sense scores.

FILIPINO TRAITS AS MEDIATED BY HELP-SEEKING ATTITUDE OF SELECTED COLLEGE STUDENTS WITH VARYING TRAUMA SYMPTOMS

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Trauma is a multifactorial adverse consequence of a traumatic event which everyone is interplay with the help-seeking attitude of people experiencing trauma. Researches show that one’s personality traits play a role in the help-seeking process of trauma victims. To examine this, an exploratory study will be conducted to uncover Filipino traits present in college students with varying susceptible to. Although it is imperative to process trauma symptoms, inevitable factors trauma symptoms and the mediating impact of one’s help-seeking attitude. Data were gathered using self-report measures such as Trauma Event Checklist, Post-trauma Check List, Attitude Toward Seeking Professional Psychological Help, and Panukat ng Pagkataong Pilipino. A total of 463 Filipino college students from different academic institutions across the Philippines participated in the study. In general, results show significant relationship between the three variables (a) Filipino Traits, (b) Help-seeking Attitude and (c) Trauma Symptoms. These findings imply the importance of one’s traits to the degree of help-seeking and formation of trauma symptoms. Findings of this study aim to increase the knowledge and spread awareness specifically to the Filipino youth as well as significant contribution to Filipino Psychology.
MOTIVATING OPERATIONS INFLUENCE IN ESTABLISHING VERBAL BEHAVIOR REPertoire AND ITS IMPACT ON CORPUS CALLOsum OF VERBAL APRAXIC CHILDREN WITH AUTISM

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Autism's clinical nature has neurological and genetic markers, it is clinically defined by behavioral deficits and excesses in domains of social and communicative, and stereotypic repetitive or restricted behavior that underlies; deviant localization, cortical coupling failure, lateralization disparity, and dysfunctional mirror neuron which impairs intracortical connectivity that inhibits learning. As autism aggravate the agenesis of corpus callosum emerges, on the contrary adaptive neuroplasticity only transpires with learning-motivated change. However, traditional intervention programs depend on conditioned stimuli that inevitably revert learning associated problem behaviors and often neglect operant functions. This applied experiment on Multiple Baselines across subjects design utilized a contingency of Motivational Operations and Skinner's Analysis of Verbal Behavior (1957) to monitor home responses. Three boys with autism and mild verbal apraxia were purposively selected. Behavioral scales serve as its criterion measures. Five within-subject experiments replicate the contrived Motivational Operations on baseline to treatment influence on value and response to evoke; Request, Imitate, Identify, Reciprocate, and Recognize Symbols. With its impact an index of adaptive neuroplasticity is determined by pre and post magnetic resonance imaging where no observed difference in the specific structure of corpus callosum were noted and with its limits suggests aspects of improvements for further research.
TOWARDS A CICM- LAY PARTNERSHIP IN MISSION IN THE PHILIPPINES: A THEOLOGICAL EXPLORATION

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The study is about the possibility of having partnership in mission between the CICM missionaries and their lay collaborators. Using the three R’s (reality, reflection, reaction) of theological analysis, the researcher is enabled to come into grasp with the actual situation that the CICM missionaries in the Philippines have been facing most especially in their doing of mission (reality). Furthermore, an evaluation was attempted in order to open the avenue for the alliance of the CICM missionaries and their lay collaborators (reflection). Finally, the researcher is able to reconstruct the story of the CICM missionaries in the Philippines for the “yestertomorrow” – as they plan for their missionary journey. Indeed, the challenge now lies on how they can rekindle their doing mission with the presence of the lay as mission partners (reaction).

The “Year of the Laity” recognizes one of the “mega-trends” of global Catholicism and that is, the “rise of the laity.” This “rise of the laity” paves the way for the emergence of well-educated, highly motivated and active laity. The laity as ‘salt of the earth” and "light of the world" is summoned to bring out the goodness of the world and the task of casting out whatever is evil in the world; the witness of Christian presence in the world and the witness of Christian action in the world. This important role of the laity in the Church’s mission is a great concern that the CICM missionaries considered as they mapped out the future of the congregation. Part of this re-structuration is an openness to formally include dedicated lay people as active mission partners in CICM parishes and entities. This mission partnership calls all baptized to a communal expression of their priestly, prophetic and royal ministry, to utilize their gifts in building up the ecclesial community, to mutual respect and participate in dialogue. Through mission partnership with the laity, the CICM missionaries in the Philippines can still involve themselves with audacity and firmness into the new Areopagus of mission – cultural sector, social sector, economic sector, civic life sector, scientific research and technology sector, communication sector and religious sector. The findings show that partnership in mission is imperative in doing mission at the present. Through the CICM Philippines and Lay mission partnership, an effective association in responding the different sectors of new evangelization is realized.

PAUL IN HIS LETTERS AND IN THE ACTS OF THE APOSTLES:
TOWARDS A BIBLICAL MODEL FOR MISSIONARY CATECHESIS TODAY!!

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The present study has sought to answer the question: How can the biblical Paul serve as model for the understanding and appreciation of Missionary Catechesis today? In relation to
the main problem, the following sub-questions were raised: 1) How do Paul's letters provide glimpses into the missionary and catechetical initiatives and ideals of Paul? How do Paul's Major speeches and related narratives in the Acts of the Apostles (13:13-52, 17:22-34, 20:16-38) fit and function according to the expressed catechetical intention of Luke-Acts “to realise the certainty of the teachings you have received” (Luke 1:4)? 2) What does the Church say about “catechesis as missionary”? 3) How can the portrait of biblical Paul contribute to the theological elaboration of “missionary catechesis”? Following “The Interpretation of the Bible in the Church,” by the Pontifical Biblical Commission, the researcher employed the historical-critical method as the “indispensable method” for the scientific study of the meaning of the pertinent texts in the Acts of the Apostles and Pauline Letters. Then, the researcher used the steps issued by the Pontifical Biblical Commission in the actualization of the biblical text: 1) To hear the word from within one’s own concrete situation; 2) To identify the aspects of the present situation highlighted or put in question by the biblical text; 3) To draw from the fullness of meaning contained in the biblical text those elements capable of advancing the present situation. The research also appropriated a descriptive analytical research of missionary catechesis through an analytical presentation of texts from the Patristic Period, church documents, papal teachings, and other writings pertinent to the study. Individual chapters were devoted in developing the concepts on Paul as Missionary, Paul as Catechist: An Historical Critical Interpretation of the Biblical Paul, Missionary Catechesis, and Mission and Catechetical Perspective of Paul in his Letters Model for Missionary Catechesis Today.

A SOCIO-RHETORICAL INTERPRETATION OF THE HONOUR-AND-SHAME TOWARDS A MARKAN NARRATIVE CHRISTOLOGY

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This study explores the relationship between honour-and-shame, and Jesus, the Son of Man. It utilizes socio-rhetorical interpretation seeking the depth of the essential meaning of textures. It is composed of five chapters: Chapter one is the general introduction. Chapter two discusses the social and cultural texture of the text which dates back to the first century C.E. Palestine which is a literature survey of a decade of sociological studies from 2000 to 2010 and Chapter three delves into inner texture (τιμὴ, δόξα, κεβόδ) and intertexture (Aristotle’s NE (1123b22-24;743-1123b29-30;746 and 1128b19-21;873), DSS, HT, MT, LXX, GNT, Greco-Roman Literature: Plutarch, Josephus, and Philo of Alexandria) of the text. This study intends to look for more divergent ethnographic materials found in the ancient sources; biblical and non-biblical, to verify the reward that those who pursue moral goals received in the ancient Mediterranean in the first century CE. On the one hand, this study proposes certain terms for honour, based its logia on the public court of reputation: enacted and projected honour is the honour that the public court of reputation attributes to people. Deflected and refracted honour is the honour that the public court of reputation attributes after each challenge riposte game. Reflected honour exists in the public verdict. On the other hand, the textual analysis testifies that it is more reliable to consider honour as rhetoric functions to illumine the texts within the realm of honour-and-shame language. In particular, the honour-and-shame language, in the scriptures, functions mainly as rhetoric while corresponding to the honour-and-shame model. On the basis of findings, two things bear stressing in chapter four. First, Markan Jesus attempts to deflect honour away from him as υἱὸς τοῦ ἀνθρώπου, and refracts christologies of other Characters and the narrator. Second, in spite of their sociological and philosophical thoughts as
competing attempts to describe God’s plan to restore humanity from shame to honour as a climax in Jesus’ life which provides a richer paradigm for the socio-rhetorical landscape.

AN APPRECIATIVE UNDERSTANDING OF THE KAPAMPANGANS’ DEVOTION TO APUNG IRU: A CONSIDERATION OF CULTURE IN THEOLOGICAL REFLECTION

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Propelled by fervent faith and trust in St. Peter’s powerful intercession, this thesis explores on an appreciative understanding of the Kapampangans’ devotion to Apung Iru of Apalit, Pampanga. Focusing on the various religious activities, it aims to show that this popular devotion is a genuine manifestation of inculturation of Christian faith in the Apalitenos’ cultural context. It employs an ethnographic approach utilizing in-depth interviews of key informants (devotees), participant-observations and triangulation to validate the data gathered before, during and after the actual festivities. This thesis argues that the popular devotion to Apung Iru is an authentic manifestation of inculturation indicating harmony of Christian faith and the Apalitenos’ culture and disproves claim of various scholars and ecclesiastics, who label it as mere popular religiosity, or worse, fanaticism.

Findings of the study indicate that the devotion to Apung Iru significantly impacts on the Christian faith of the Apalitenos while enriching their local culture in its encounter with the Gospel of Christ. Recognizing the richness of this religious heritage, the study proposes a catechetical guide for the young Apalitenos to preserve and enrich further the religious and social dimensions of the devotion to Apung Iru.

AN APPRECIATIVE INQUIRY ON THE MORIONES LENTEN RITUAL OF MARINDUQUE AS A WAY OF DOING THEOLOGY

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Rooted in the belief that theology is faith seeking understanding, the study attempts to reflect on the Moriones Lenten Festival and Rites of the province of Marinduque, Philippines. Following Bernard Lonergan’s transcendental method of doing theology, it sought to grasp the complexity of its inherent content and dynamics in order to demonstrate a fuller and more nuanced understanding of its theological and pastoral implications. Its pays attention not only to what the Church officials and theologians teach about authentic popular religiosity but also to what ordinary believers say about what they live and believe about it.

The findings reveal that, firstly, the Moriones Lenten Ritual appears to be what one sociologist of religion calls as both as an actual lived religious experience of Filipino Catholics from Marinduque. It is an effective way by which they try to live and embody/incarnate their Catholic belief in the resurrection of Jesus Christ deeply rooted in particularities of their own time and space. In effect, their observance of the Festival provides them with an experience of the sacred in their lives that has become an effective channel to develop their personal relationship with the Risen Lord. Secondly, it provides them with a way to understand and cope
with the many vicissitudes of their own experience of the human conditions of joys, sorrows, and hopes. Third and finally, it provides them with a sacramental, meditational and communal experience of their Catholic religious tradition that may help them understand and incarnate the Jesus-event albeit not through formal discussions in catechism or theology classes but through their lived experience of popular religiosity.