

BOOK OF ABSTRACTS

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Tausug Polygamy: Its Impact and Extent of Violation on Women's Rights and Protection

CHARINA IZQUIRDO-ISAHAC

Abstract — In Sulu, Muslim women frequently endure polygamous marriages. The information regarding sexual assault in customs and traditions is few, though, and there haven't been many reports published on the subject. A report on sexual abuse against Muslim women, particularly those who are married in polygamous relationships, was published by the Asian Muslim Action Network in the Philippines. They are women from Sulu, belonging to various ethnic tribes of Tausug, Yakan, Sama, Sama Dilaut, and Bisayan Muslim-Coverts. This study assessed the Tausug polygamy and its impact and extent of violation on women's rights and protection. This employed a descriptive research design using a typical survey technique in gathering data among the two hundred (200) Tausug women who engaged in a polygamous marriage, and the four-Likert-scale-Scale was used. The results of the study indicated respondents agree on the impact of polygamy on the respondents in terms of emotional and psychological aspects, marital aspects, and financial aspects. Likewise, respondents agree on the extent of violation experienced in terms of emotional and psychological aspects, physical, and financial aspects. It is recommended that there should be the provision of family counseling to support women's emotional, relational, and financial needs as well as training and seminars to help them understand how to handle their emotions. Likewise, government agencies must offer emotional assistance through counseling, befriending sessions, and networking events where people can meet new friends. Furthermore, governmental agencies must keep an eye on and guarantee the circumstances of women who practice polygamy so that they will be safeguarded from abuse.

Job Satisfaction, Efficacy, and Teaching Performance of Public Junior High School Teachers in Alabel 4 District

ERIC P. PASCO

Abstract — This study examined job satisfaction, self-efficacy, and teaching performance among public junior high school teachers in Alabel 4 District, Division of Sarangani. A non-experimental quantitative research design using a descriptive survey, a Likert-type scale for data collection, and correlational methods were employed. Weighted mean, t-test, f-test, frequency, percentage, Slovin's formula, and Pearson's correlation coefficient were utilized in data analysis. The study found high levels of job satisfaction (mean 4.66), with teachers strongly agreeing on the work environment, job responsibilities, and community attachment, but only sometimes on job security. Job satisfaction levels varied significantly based on years of service, position title, and school size. Self-efficacy levels was also high (mean 4.59), with strong agreement on student engagement and classroom management, but only sometimes on instructional strategies. Self-efficacy levels differed significantly according to years of service and position title. Teaching performance, as measured by the Individual Performance Commitment and Review Form, was high (mean 4.58), indicating outstanding performance. Teaching performance levels showed significant differences based on years of service and position titles. The study revealed significant positive relationships between job satisfaction and self-efficacy, job satisfaction and teaching performance, and self-efficacy and teaching performance. The findings offer valuable insights for enhancing teacher retention and professional development in education. Job satisfaction and self-efficacy are crucial for improving teaching performance.

Parental Involvement and Support and Academic Performance of Learners in Polomolok District 4

JOANN F. SOSOBAN

Abstract — The purpose of the study was to explore the level of parental involvement and support in their child's education, and its impact on the academic performance of learners. The study also aimed to identify the demographic factors that influence parental involvement and support.

The findings of the study suggest that respondents had high levels of parental involvement and support in their child's education, particularly in terms of parental attention, encouragement, guidance, decision-making, and care for physical fitness. However, there were variations in the level of parental involvement and support based on demographic factors such as age, number of children, educational background, and monthly family income.

The study highlights the need for policymakers and educators to design interventions and programs that target parents who may need more support in becoming involved in their child's education, taking into consideration their demographic characteristics. The study also underscores the importance of parental involvement and support in promoting academic success for learners.

Financial Management Practices and Financial Performance of the Academic Institution in Southeast Asia: Basis for a Proposed Intervention Program

KATHERINE LO-GONZALES

Abstract — Financial management in academic institutions is a critical process and practice for the school to remain stable and strong in the face of a crisis. In terms of financial difficulties, it typically employs a more thorough management framework regulated by well-versed administrators. The extent of understanding how well the school is operated or if it can reach its goals is primarily determined by how well it manages its funds. Administrators are involved in academic institution financial administration, which involves anything from resource management to financial consumption.

This study aims to determine the financial management practices and financial performance of Academic Institutions in Southeast Asia as a basis for a proposed intervention program. This study employed the descriptive method of research using the survey questionnaire as a technique in gathering data among the 60 respondents which were composed of administrative officials and staff and the five-point Likert-Scale was used. The results of the study indicated that administrators frequently employ financial operations, control, budgeting, sources of funds, and uses of funds. Likewise, financial ratios were effectively used to assess the school's financial performance and to pinpoint significant differences between the schools. It is recommended that the management may update the current software in real time which will minimize the use of manual intervention. Furthermore, the administrators may also create manuals on the forms and flow of the transactions. A detailed guide may also be designed on what and how reports can be generated from the accounting system.

The Level of Accomplishment and Improvement in the Implementation of the Strategic Initiatives of OG9 In Relation to the Strategic Objectives and Vision of the ATR

RAMON F. LAUDENCIA

Abstract — The 18-year reform and governance effort known as the Army Reform Roadmap (ATR) is extensive. Its primary goal is to improve the Philippine Army (PA) and make it a better Army that is devoted to fulfilling its mission of protecting the public and serving the general population. It aspires to develop and institutionalize good governance and performance excellence, provide the PA's organizational competence and strategic thrusts a long-term foundation, and establish and coordinate a number of reform efforts. In short, the ATR communicates the Army's sincere intention to undertake a true transformation program built on excellent performance and strong governance. This study aims to evaluate the level of accomplishment and improvement in the implementation of the strategic initiatives of OG9 in relation to the strategic objectives and vision of the ATR. The study used the descriptive-normative research methodology and the respondents of were the Officers from the OG9, the Secretariat of the ATR Technical Working Group, the Group Commander of 1RCDG, the Commander of the 16RRDiv, the Commander of the 1601RRBde, the Commander of the 103RRBn, representatives from the Institute for Solidarity in Asia and a number of Reservist Officers/Reservists and the key informant interview was used to gather the data. Based on the result of the study, the level of performance, on the particular strategic initiative was not able to contribute significantly to the realization of Strategic Objective No. 9, to build and modernize the mission-essential capabilities of the Philippine Army. It is suggested that OG9 may promote among its personnel a culture of appreciation, understanding, commitment, and support for the implementation of programs and activities under its strategic initiatives. This would promote shared responsibility that ensures the realization of the strategic objectives of the ATR.

Corporate Leadership Practices, Organizational Citizenship Behavior, And Performance of Business Process Outsourcing Employees at Convergys Philippines

ELGIN ZAPATA MENDOZA

Abstract — Recently, organizations have been urged to function under a paradigm of global responsibility. A responsibility agenda covers issues of poverty, human rights, international relations, institutional capacity building, globalization, fair trade practices, and eco-effectiveness, going much beyond the fundamental ideas of philanthropy or conservation. Unquestionably, leadership plays a crucial role in an organization's transition from a single, profit-based bottom line to a triple bottom line that incorporates financial, ecological, and social factors. This study aimed to assess the corporate leadership practices, organizational citizenship behavior, and performance of business process outsourcing employees at Convergys Philippines as a basis for an intervention program. The researcher employed the mixed-method research design, combining the elements of both qualitative and quantitative approaches, to achieve breadth and depth in understanding and explaining the subject being studied and a five-item Likert Scale to indicate agreement or disagreement with the item in question was used. Based on the findings, the management always practiced the corporate leadership of BPO supervisors in terms of recruitment, retention, professional development program, and decision-making. Thus, the level of performance of supervisors in terms of results-oriented, marketing and promotion, and delivery services was very efficient. On the other hand, there were problems encountered by BPO supervisors in line with corporate leadership practices and organizational citizenship behavior. It is recommended that by empowering employees through training and seminars, management may further develop their positive business practices. A lifetime learning program must be conducted and supported in order to ensure that employees can grow to meet demand and accomplish their goals. Lastly, the management may create a development program to aid in luring top talent, retaining them, boosting morale and job satisfaction, boosting productivity, generating more income, and reducing or even eliminating the company's issues and concerns.

The Implementation and Performance of the Tourism Program in Cauayan City

GARY G. GALUTERA

Abstract — The idea of tourism has always been present alongside the idea of travel, and it has developed and changed over time as civilization has, too, to reflect the interests of the people. The study aims to assess the implementation and performance of the tourism program in Cauayan City. This study employed a quantitative design using the survey questionnaire as a technique for gathering data among the tourists who came to Cauayan City from October 2022 to January 2023 and a 5-point Likert Scale was used. The result of this study showed that the performance of Cauayan City's tourist attractions and activities/events as perceived by tourists in terms of information and accessibility transport and accommodations, activities were satisfactory while the value for money was rated very satisfactory. On the other hand, there were some challenges/problems encountered in the implementation of the tourism programs in Cauayan City. It is recommended that the city government may provide much-needed data in helping improve their respective tourism programs and the entire tourism sector of the province of Isabela in general. Likewise, a Proposed intervention program may be developed, to further develop the tourism program in Cauayan City.

Mental Health in the Workplace and Life Satisfaction of Personnel in the Oceanedu- Viet Tri-Town and Phu Tho Town, Phu Tho Province, Vietnam

FABIAN SALAZAR, JR.

Abstract — One of the most fundamental issues affecting all aspects of human endeavor is stress. First of all, stress affects everyone. We could find ourselves in a precarious scenario that makes us feel stressed. As a result, stress can affect everyone, regardless of age, income, or occupation. It can affect professionals as well as laypeople. Second, there is a search for the stress virtue in contemporary life since stress is perceived as a sickness of growth and development. The main purpose of the study is to determine the mental health in the workplace and life satisfaction of personnel in the OceanEdu- Viet Tri-Town and Phu Tho town, Phu Tho Province, Vietnam. This study used the descriptive–correlational type of research among the 208 randomly selected personnel in the OceanEdu- Viet Tri-Town and Phu Tho town, Phu Tho Province, Vietnam, and the five-Likert-scale-Scale was used. The results of the study indicated that the personnel in this study are considered mentally healthy because they are capable of setting realistic goals to achieve in their work. They are very interested in their work and they find it important and meaningful. In addition, personnel in this study perform their work very well. They can very easily and effectively manage their job problems. However, these personnel find difficulty in balancing their work and family life as they are experiencing physical and emotional exhaustion at the end of a workday. These greatly affect their leisure activities and the performance of their duties and responsibilities at home. Furthermore, the personnel in this study consider their overall lives as satisfying because they are contented with their present condition. They find their lives interesting, challenging, and enjoyable as indicated by their positive outlook and attitude towards life. It is recommended that distressing activities like exercise, aerobics, retreats, group dynamics, etc. may be encouraged in schools in order to refresh the minds of personnel and improve their mental health and happiness. Also, the School Administrators and department heads may join hands to help enhance their personnel’ mental health and life satisfaction by setting a work environment conducive to working and to eliminate the spill-over effect of work into the leisure and family life of their personnel. Likewise, they may find ways to strengthen the support system in both family and work. In this way, their life satisfaction may be enhanced.

Filipino Values, Job Performance, and Farmers' Satisfaction Level of Administrators and Employees at National Irrigation Administration-Cagayan Batanes Irrigation Management Office (Nia-Cbimo): Basis for a Proposed Values Formation Program

RONABELLE A. RAMIL

Abstract — In terms of each organization's efficiency and effectiveness, the world today is racing to keep up with globalization's increasing demands. Perhaps all nations are driven by the desire to win more, produce more, and rule more in the middle of rivalry with other nations for the sake of upholding their reputation in the management and production industries. Organizational structures are thought to be the strong foundations targeted to investigate and utilize the frontier in quest of global competence and capability, running parallel to this global operation toward universal productivity. This is mainly because they need to demonstrate their value and efficacy in order to meet the criteria and objectives set by their group, which are closely related to their output. This study aims to determine the Filipino values, job performance, and farmers' satisfaction level of administrators and employees at the National Irrigation Administration-Cagayan Batanes Irrigation Management Office (NIA-CBIMO) as a basis for a proposed values formation program. This study employed a descriptive method of research using the survey questionnaire as a technique for gathering data among the 240 respondents chosen as the main agents rendering services of vital importance to the farmers of Cagayan and Batanes, especially the irrigation services and the five-Likert-scale-Scale was used. The results of the study indicated that the extent of the positive and negative Filipino Values observed by respondents all fell on "To a High Extent" rating which means that they have been observing the positive (Bayanihan, Pakikisama, Euphemism, Utang na Loob and Paniniwala sa Diyos) and negative Filipino values (Mañana Habit, Bahala Na, Ningas Cogon, Siya Kasi and Kanya Kanya in a regular manner in their workplace. Similarly, the Farmers' Satisfaction Survey Result yielded for a positive result as they claimed to be "Very Satisfied" with the extended service to them by NIA-CBIMO. However, there is a weak positive relationship between the following variables which were assessed namely; Filipino Values and Job Performance, Filipino Values and Farmers' Satisfaction Level, and Job Performance and

Farmers' Satisfaction Level. It is recommended that the proposed Values Formation Program for this study may be given consideration to be launched and conducted at NIA-CBIMO to uphold a healthier social climate and to sustain positive attitudes and work habits for every member of the workforce; where unity and synergy will become part of the organization's culture which could later pave the way for the said office to become an epitome of a dynamic and competitive government unit. Through this, immediate, apt, and prompt services to clients will always award the agency with public trust and respect. Furthermore, constant follow-up and up-close monitoring must always be observed toward the completion of projects and programs of NIA-CBIMO to uplift the honor of the whole unit. Lastly, a stronger interpersonal relationship needs to be fortified at NIA-CBIMO to realize a synergized office toward the realization of the vision and mission of the agency. This may be done through team-building activities with Values Formation topics and subjects.

Extent Of Implementation of The Literacy-Based Programs, and the Academic Performance of Grade 9 And 10 Students As Measured By Their Grade Point Average (GPA) In Watthana District Bangkok, Thailand

SHIREEN REGINA BAZLIEL

Abstract — Literacy has a direct impact on student learning throughout a child's entire education. The growth and development of literacy in students provide them with the skills and dispositions needed to be literate. Teachers are concerned with creating successful classrooms that are places of learning for all students. This study aimed to assess the extent of implementation of the literacy-based programs, and the academic performance of grade 9 and 10 students as measured by their grade point average (GPA) in Watthana district Bangkok, Thailand. This study employed descriptive research using the survey questionnaire as a technique in gathering data among the eleven (11) teachers and year nine (9) and ten (10) students of Watthana District Bangkok, Thailand, and the five-point Likert-Scale was used. The result of this study indicated that the Extent of Implementing a Literacy-Based Program for Year 9 and 10 Students in Watthana District Bangkok, Thailand was oftentimes, especially in reading in school and using a computer while feeling about reading was disagreeing a little, and medium for memory and study skills, and very high for comprehension and reading instruction. Moreover, year 9 and 10 students in Thailand's Watthana District have high levels of academic achievement. It was recommended to give students the chance to utilize new vocabulary in a variety of contexts and give them continuing support for new readings to give them the chance to read for informational or intellectual purposes. Further encourage students to be superachievers with engaging classes, innovative assignments, and a positive attitude, but the greatest method for students to further improve their skills is to receive personalized feedback and guidance from their teachers.

Factors Affecting the Reading Comprehension Performance of Middle School Students at Ekamai International School in Bangkok, Thailand

MYLENE MAE BALINGIT PALMES

Abstract — With the reports about the situation of English language acquisition in Thailand, acquiring an effective reading comprehension skill has been a great challenge for learners in the country which also reflects the plight of other students learning English as a second language (ESL) or as a foreign language (EFL). This study aims to identify factors affecting the reading comprehension academic performance of middle school students at Ekamai International School in Bangkok, Thailand. This used the descriptive survey method of research in gathering data through the use of a researcher-made questionnaire among the 279 enrolled middle schools and the four-Likert-scale-Scale was used. The results of the study indicated that physical circumstances, family influence, reading materials, and school environment are elements that have an impact on reading comprehension and academic success. On the other hand, linguistic ability, school environment, and respondents' effort are factors that respondents disagree with. It is recommended that the reading comprehension and academic performance of the children can be continuously tracked by the school administrator and teachers by using a number of formal and informal monitoring techniques as well as by using student data for instructional decision-making. Likewise, attend regular meetings with teachers and teams from each grade level to discuss student progress and find solutions. Make the parents formal collaborators in the process as well.

Strategies in the Teaching of Mathematics and Academic Achievement of Junior High School Students in Malungon North District

QUIZA P. PAGADUAN

Abstract — This study intended to determine the level of the teachers' instructional strategies in Mathematics as perceived by the students and its significant relationship towards the student's academic achievement in Mathematics among the selected public schools in Malungon North District, Sarangani Province. This study was administered to the Grade 9 students and utilized the descriptive-correlational research method.

Results of the study showed that the majority of the students were in the age bracket of 13–15 years old and most were female (126/254). Further, the level of teachers' instructional strategies in terms of metacognition has a mean rating of 4.24 (SD=0.70), social strategies have a mean of 4.23 (SD=0.53), Affective strategies have a mean of 4.49 (SD=0.41) which are all described as very high. Except for the other performance-based strategies having a mean of 4.04 (SD=0.60) described as high. Overall, the level of teachers' instructional practices in Mathematics has a mean of 4.25 (SD=0.56) described as very high. Denoting very high regard and practices on the utilization of instructional strategies to enhance the student's academic achievement through metacognition, social, affective, and other performance-based strategies.

The level of academic achievement in mathematics, was approaching proficiency, denoting a development of the fundamental knowledge and skills, and demonstrated core understandings of the mathematical concepts but can only apply and transfer these understandings through authentic performance tasks with guidance from the teacher and/or with some assistance from peers.

Test of difference in the level of the student's academic performance when analyzed according to age and sex with a significant value of .924 denotes no significant difference and failed to reject the hypotheses. Lastly, the result of testing a significant relationship between variables indicates that there is no relationship between the teachers' instructional strategies and the academic performance of students. The indicator has an r-value of 0.164 and a significant value of .000 which denotes a high correlation. The quantitative data provided sufficient evidence to reject the null hypothesis, hence, there is a significant relationship between the level of teachers' instructional strategies and the level of the student's academic achievement.

Implementation of School-Based Feeding Program, Nutritional Status and Academic Performance of Feeding Beneficiaries of Silway 8 Elementary School

ROSALYN D. BARBON

Abstract— The study determined the level of implementation of the school-based feeding program and the nutritional status of feeding beneficiaries of Silway-8 Elementary School, South Cotabato Division. A non-experimental quantitative research design utilizing the descriptive correlation analysis technique since the study only gathered data, ideas, facts, and information from the respondents. In analyzing the data, weighted mean, t-test, f-test, frequency, percentage, and Pearson's product coefficient moment of correlation were utilized. Results revealed that most Grade 1 and Grade 6 learners were male, their parents were high school graduates, and with average monthly family income. The implementation of the school-based feeding program was agreeable. However, respondents showed a need for more diversity in their academic abilities, possibly due to their inherent homogeneity or the educational system's failure to cater to the full spectrum of student capabilities. The result emphasizes the crucial role of school-based feeding programs in enhancing student success and overall achievement in the educational environment. It also identifies challenges that may hinder their effectiveness in providing healthy and nutritious meals to students. Nevertheless, it may help improve the implementation of a school-based feeding program, nutritional status, and the learner's academic performance.

Teachers' Stress and Organizational Commitment in Tapaz East District, Capiz

LARILYN G. ATENCIO

Abstract — This thesis entitled “Teachers’ Stress and Organizational Commitment in Tapaz East District, Capiz” investigated the level of teachers’ stress and organizational and designed to yield an intervention program that will help increase if not sustain the above-mentioned variables. The study consisted of 7 problems and 3 hypotheses. The research instrument which was an adopted questionnaire was administered to the 100 public elementary school grade teachers perceived the level of teachers’ stress and organizational commitment. It used the descriptive correctional design to determine the level of teachers’ sense of self-efficacy and organizational commitment. The paradigm of the study was the IPO (input, process, and output) where each variable was thoroughly discussed in the review of related literature and studies. The data were statistically analyzed using the frequency count, percentages, mean, standard deviation, t-test, ANOVA and Pearson r. The respondents across Tapaz East district exhibit a level of teachers’ stress were high self-efficacy level. Furthermore, the level of organizational commitment was highly committed. The schools therefore proposed to increase and improve the self efficacy and commitment. In addition, the same respondents revealed issues and problems related to the above-stated variables which turned out to be worthy of attention and immediate action by the school management. Relative to the result of the study, an intervention program in a form a technical assistance plan that is an enhancement program on teachers’ personality projection was crafted and designed to address the gaps.

Keywords — *Teachers, Stress, Organizational Commitment, Intervention Program*

Implementation of Primary Health Care Program for Post-Pregnant Mothers and Performance of Barangay Health Workers in the Selected Municipalities of the Province of North Cotabato: Basis for Capacity Development Action Plan

MYLYN APRIL S. BABOL

Abstract — The provision of fundamental healthcare services to local populations is primarily the responsibility of local governments. Simply expressed, the disparities in program implementation in the context of development administration would be defined by the experiences of local health beneficiaries. In fact, local governance is demonstrating superior circumstances for policy creation regarding public perception and reactions concerning program efficacy and efficiency. This research investigation aimed to assess and analyze the implementation of a basic health delivery program provided to post-pregnant mothers and the performance of barangay health workers in the select Municipalities, Province of North Cotabato. The main research strategy used in this study and analysis was attributed to both case study and descriptive research design among 497 respondents and the five-Likert-scale-Scale was used. The results of the study indicated that there was a high extent of implementation relative to BHW deployment and orientation of their basic functions and duties to assist RHU or provincial health units in the delivery of primary health care with an emphasis on the need requirements of the postpartum mothers. Likewise, there was a moderate extent of implementation among PHC implementers relative to the provision of health services to postpartum mothers among the select municipalities of the research area relative to the submission of PHC reports to government authorities. It was recommended that Local Health Boards of the municipalities of North Cotabato may undertake a massive assessment of the status of the PHC, capacity development, logistics and facilities, and delivery mechanisms to respond to the changing demands of the PHC communities particularly postpartum mothers. In addition, local governments may take a look at the great possibilities to professionalize barangay health workers by offering them educational services and opportunities to grow with their level of learning and educational background. Scholarships may be made available for the BHWs and how they are facilitated to move to professional development programming.

Total Quality Management Practices, Administrators' Commitment and Administrators' Performance in an Institute in Bangkok, Thailand: Basis For an Intervention Program

AMALIA SAN PEDRO-CANULLAS

Abstract — Nowadays, total quality management has gained widespread recognition in both the business world and academic circles. In order to explore the potential for implementing the TQM philosophy in education, some school started to make a number of changes, particularly in the attitudes and behaviors of the leaders and teachers as well as in the organization, monitoring of the educational process, evaluation of the results, communication culture, school climate, and particularly the area of interpersonal relations. This study aimed to assess the total quality management practices, commitment, and performance (self-evaluation) of administrators in an institute in Bangkok, Thailand as a basis for an intervention program. This study employed the descriptive correlation research methodology using the survey questionnaire as a technique in gathering data among the 105 administrators from an institute in Bangkok, Thailand which comprised the top administrators such as Vice Presidents, Deans, Heads, Chairs, and Directors/Coordinators and the five-point Likert-Scale was used. From the assessment, the level of commitment was outstanding, particularly in leadership skills, instructional supervision, resource management and allocation, program monitoring and staff reporting, and community collaboration except for staff supervision which was rated very satisfactory. Furthermore, the assessment of the performance of the administrators in terms of occupational competence and professional and personal characteristics was very satisfactory. It was recommended to conduct training that includes component-related theoretical learning and further skill development to cater to their professional needs. Likewise, conduct a designated program to engage in continuing professional development activities relevant to their personal and administrative needs.

Employment Status of Persons with Disabilities in The Government and Non-Government Organizations in The City of Manila

COUN. EDWARD TAN

Abstract — The disabled must not be viewed as unusual, unworthy of respect, inferior, or as children. They must be granted the rights and obligations that come with being a citizen. If the only suffering experienced by the disabled was physical, the harm would not be as severe; but physical anguish is sometimes only a small portion of what is experienced. The psychological pain is unbearable. The sadness, demoralization, and insecurity that physically challenged employees may have could ultimately have a negative impact on their ability to work effectively and achieve the goals of the organization to which they are assigned.

This study aimed to determine the employment status of persons with disabilities in the government and non-government organizations in the city of Manila. The descriptive method was employed in this study and the five-point Likert-Scale was used. There were two (2) groups of respondents in this study. The first group comprised eighty (80) personnel from government organizations and ninety (90) from non-government organizations in the city of Manila. The research instrument used in the study was a researcher-made questionnaire which was content validated for reliability through the evaluation of the three experts. The results of the study indicated that respondents considered their working conditions satisfactory. On the other hand, the respondents were uncertain about the level of satisfaction in terms of recognition, promotion, supervision, salary, and company policy. It was recommended that the management may implement an open-door policy that promotes conversational freedom and helps employees to be more productive at work. Likewise, effectively maximize a PWD's potential across various working contexts, employers should first conduct a comprehensive evaluation, considering the PWD's talents, work experiences, unique transport, access needs, occupational objectives, and communication skills.

Disaster Management Preparedness of the Province of Batangas: Basis for a Template for Zero Casualties

LEMUEL DE OCAMPO

Abstract — This study attempted to assess the disaster preparedness and risk reduction program in the Province of Batangas.

This study employed the descriptive method of research with the questionnaire checklist as a technique for gathering data. The data were tabulated and analyzed by using descriptive and inferential statistics such as frequency, percentage, weighted mean, and ANOVA.

Based on the findings of the study that there is indeed a need to intensify the implementation of local disaster risk information on the disaster preparedness and risk reduction program in the Province of Batangas. The most common among the identified issues and concerns on the disaster preparedness and risk reduction programs was the lack of communication between the school and LGU pertaining to the program. There was a significant difference between the assessment of the two groups of respondents (school and LGU) on disaster preparedness and risk reduction programs and on the issues and concerns.

It is recommended to intensify the implementation of local disaster risk information on the disaster preparedness and risk reduction program through proper coordination. Likewise, establish linkages to the community and schools through an information campaign about the disaster preparedness program. Maintain close coordination and work for hand-in-hand with the school, barangay, and municipal local government units and other concerned agencies in the implementation, monitoring, assessment, and evaluation of the said program.

The Extent of Implementation of Electronics and Communication Engineering and Computer Engineering Services at The Rajamangala University of Technology: Basis for An Intervention Program

SHERWIN CUBANGBANG

Abstract — The study aimed to determine the effectiveness of Electronics and Communications Engineering (ECE) and Computer Engineering (CE) Services at the Rajamangala University of Technology as to be perceived by the respondents.

The descriptive-correlational and comparative methods of research were employed in analyzing the tabular and numerical results of this study. The respondents of this study were the 976 students and 28 staff and admin who were availing of the services of ECE Service Center. A five-point Likert scale was used in this study.

According to both categories of respondents, the ECE and CE service center's physical facilities and supply availability are in good shape. The ECE and CE service centers' services were rated as acceptable by the respondents. Although there were some issues with using the ECE and CE service centers for the students and staff, they were thought to be minor given their frequency and percentage.

Teachers' Sense of Self-Efficacy and Organizational Commitment in The School District of Tapaz, Capiz

APRIL ROSE S. DIAZ

Abstract — This thesis entitled “Teachers’ Sense of Self-Efficacy and Organizational Commitment in the School District of Tapaz, Capiz” investigated the level of teachers’ sense of self-efficacy and organizational and designed to yield an intervention program that will help increase if not sustain the above-mentioned variables. The study consisted of 7 problems and 3 hypotheses. The research instrument which was an adopted questionnaire was administered to the 100 public elementary school grade teachers perceived the level of teachers’ sense of self-efficacy and organizational commitment. It used the descriptive correctional design to determine the level of teachers’ sense of self-efficacy and organizational commitment. The paradigm of the study was the IPO (input, process, and output) where each variable was thoroughly discussed in the review of related literature and studies. The data were statistically analyzed using the frequency count, percentages, mean, standard deviation, t-test, ANOVA and Pearson r. The respondents across Tapaz district exhibit a level of teachers’ sense of self-efficacy were high self-efficacy level. Furthermore, the level of organizational commitment was highly committed. The schools therefore proposed to increase and improve the self efficacy and commitment. In addition, the same respondents revealed issues and problems related to the above-stated variables which turned out to be worthy of attention and immediate action by the school management. Relative to the result of the study, an intervention program in a form a technical assistance plan that is an enhancement program on teachers personality projection was crafted and designed to address the gaps.

Keywords — **Teachers, Self-Efficacy, Organizational Commitment, Intervention Program**

Frontline Services of The Public Employment Service Office (PESO) In the Selected Local Government Units in Metro Manila

MARIA SEVERINA F. CADANO

Abstract — The personnel who interact directly with clients are the Public Employment Service Office's (PESO) most valuable resource and they are called frontline service providers. They are accountable for delivering services to their respective clientele within the confines of predetermined performance goals. They must support clients and disseminate reliable information, according to expectations. The clientele is worked with until the services are rendered.

This study aimed to assess the frontline services of the Public Employment Service Office (PESO) in the selected Local Government Units in Metro Manila and the researcher employed the descriptive method of research using the survey questionnaire as a technique in gathering data among two hundred twenty-nine (229) respondents from the eight (8) LGUs in Metro Manila, and the five-Likert-scale-Scale was used.

The results of the study indicated that respondents rated the assessment of the frontline services of the Public Employment Service Office (PESO) in the selected local government units in Metro Manila as very satisfactory in terms of employment facilitation, job generation, compliance, employment counseling and coaching, data and information, and administrative support services as very satisfactory. Their responses to issues and concerns about frontline services were also cohesive, indicating that they all disagreed.

It is recommended that employees may update themselves personally and professionally by attending training and seminars that will help them improve their performance capabilities. Furthermore, they may maintain or even surpass their good accomplishments to keep the organization's good performance and avoid potential issues and concerns.

Attitude, Confidence, And Challenges of Science Teachers

EUGENIA R. ESTANDARTE

Abstract — This thesis entitled “Attitude, Confidence, and Challenges of Science Teachers” investigated the level of science teachers’ attitudes, confidence and challenges outcomes and designed to yield an intervention program that will help increase if not sustain the above-mentioned variables. The study consisted of 8 problems and 4 hypotheses. The research instruments adopted were used to gather the secondary data of the 50 elementary schools science coordinators in the district of Janiuay II, Division of Iloilo, Region VI – Western Visayas for school year 2022-2023 to examine the level of teaching performance and learning outcomes. It used the descriptive correctional design to determine teachers’ attitudes, confidence and challenges. The paradigm of the study was the IPO (input, process, and output) where each variable was thoroughly discussed in the review of related literature and studies. The data were statistically analyzed using the frequency count, percentages, mean, standard deviation, t-test, ANOVA and Pearson r. The result shows that respondents across all schools exhibit a very favorable attitude, very high confidence and serious challenges. Relative to the result of the study, an intervention program to equip teachers for the twenty-first century using the tactics to boost teachers’ attitude, confidence and cope up challenges in the new normal as teaching is a skill that must be learned and practiced.

Keywords — *Teachers, Attitudes, Confidence, Challenges, Intervention Program*

The Gamification in Teaching English to Grade 5 Students of St. Roberts's International College in Bangkok, Thailand.

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Abstract — The purposes of this research were to a) study the pre-test and post test scores of Grade-5 students at SRIC in their English subjects using Gamification, b) compare the pre-test and post test scores of Grade-5 students at SRIC in their English subjects using Gamification, and c) study the level of satisfaction of grade 5 students at SRIC. After using gamification model in their English subject. The samples were 15 Grade 5 elementary students of St. Robert's International College in the second semester of the academic year 2021. The sampling method used in this research was purposive sampling and the research tools were adopted pretest-posttest and satisfaction survey, and a self-constructed lesson plan on the implementation of gamification in a language classroom. Three experts checked the content validity of the lesson plan based on the index of item-objective congruence ratings. The data was analyzed using percentage, frequency, means and t-test. The findings of this study showed that a) the average post test scores of Grade-5 students was higher ($\bar{X} = 8.70$, S.D. = 1.38) than the average score of the pre-test ($\bar{X} = 6.65$, S.D. = 2.16), b) the comparison of pre-test and post-test were statistically significant statistically significant at 0.001 with the level of ($p < 0.05$), thereby accepting the Research Hypothesis No. 1 and c) there were 13 students or 90% had most satisfied level and 2 students or 10% had very satisfied level. These findings have tremendous implications in teaching and learning particularly in language teaching and innovation in language education.

Keywords — *Gamification, Innovation, English Language Teaching*

Teaching Performance and Communicative Competence, Technological Pedagogical Content Knowledge (TPACK) of Senior High School Teachers In Schools District of Barotac Viejo

JUNE CRISTY B. GALACIO

Abstract — This thesis entitled “Teaching Performance and Communicative Competence, Technological Pedagogical Content Knowledge (TPACK) of Senior High School Teachers in Schools District of Banate, Iloilo” investigated the level Teaching Performance and Communicative Competence, Technological Pedagogical Content Knowledge (TPACK) of Senior High School Teachers in Schools District of Sara and designed to yield an intervention program that will help increase if not sustain the above-mentioned variables. The study consisted of 8 problems and 4 hypotheses. The research instrument which was an adopted questionnaire was administered to the 60 Senior High School Teachers to examine the level Teaching Performance and Communicative Competence, Technological Pedagogical Content Knowledge (TPACK. The IPCRF was used to determine the level of performance of teachers. It used the descriptive correctional design to determine the level of teaching performance and Communicative Competence, Technological Pedagogical Content Knowledge (TPACK). The paradigm of the study was the IPO (input, process, and output) where each variable was thoroughly discussed in the review of related literature and studies. The data were statistically analyzed using the frequency count, percentages, mean, standard deviation, t-test, ANOVA and Pearson r. The respondents across all schools exhibit a very high Communicative Competence, Technological Pedagogical Content Knowledge (TPACK). Furthermore, the level of performance was very satisfactory. The schools therefore proposed to increase and improve the performance. In addition, the same respondents revealed issues and problems related to the above-stated variables which turned out to be worthy of attention and immediate action by the school management. Relative to the result of the study, an intervention program in a form a mentoring the mentors program for teachers

focusing on the improvement of achievement level of the school was crafted and designed to address the gaps.

Keywords — Communicative Competence, Technological Pedagogical Content Knowledge (TPACK), Performance, Teachers, School Heads, Intervention Program

Identification (I.D.) System and Data Management of Merville, Parañaque: Its Applicability

JOSE GABRIEL CADANO

Abstract — In any setting, creating an ID system that achieves developmental goals is a complex challenge that includes reducing potential privacy and inclusion hazards as well as system sustainability. Additionally, implementing ID systems, especially when they are digital, presents special difficulties for underdeveloped nations. No system is perfect, but worldwide experiences have also demonstrated that there are universal success elements that can aid in overcoming these dangers and difficulties.

This study aimed to assess the applicability of the identification (I.D.) system and data management of Merville, Parañaque and the researcher employed the descriptive method of research using the survey questionnaire as a technique in gathering data among the selected sixty (60) respondents of Merville, Paranaque, and the four-Likert-scale-Scale was used.

The results of the study indicated that the applicability of the I.D. system and data management in terms of privacy, security design/feature, quality, and data standard, the respondents rated moderately efficient. Likewise, there was no significant difference in the respondents' perceptions when grouped according to their demographic data. Lastly, the respondents disagree on the issues and concerns encountered by the respondents regarding the I.D. system and data management. Thus, it is recommended that the management must elevate the level of applicability by developing a reliable ID system and data management to avoid risk and challenges, especially in data privacy. Likewise, careful planning, smart design, substantial technical support, and resources are required to address the risks and challenges.

Social Media and The Marketing Performance of Robertine Personnel in St. Roberts International College Campuses

JOHN TREVOR A. GALINDEZ

Abstract — This study aims to investigate the extent of the use of social media and the marketing performance of Robertine personnel in Philippines, Bangkok, Vietnam, and Abu Dhabi Campuses for SY 2021-2022. This was participated by fifty (50) teaching personnel and fifteen (15) non-teaching personnel in St. Robert’s International College and International Campuses. The study employed the Descriptive-Survey Technique and Correlational Method of research. Instruments used for social media usage were adapted from Gupta and Bashir’s (2019) Social Networking Usage Questionnaire, Photo Sharing Survey Questionnaire of Nov and Ye (2009), Vide Sharing Questionnaire of Liu et al. (2019), Perceived Interactivity Questionnaire of Gao and Salvendy (2009), and Blogging Survey of Fageeh (2011). For marketing performance, Conversion Rate by Expert Commentator (2017), Engagement Rate Survey of Schneider (2022), Mentions Received Survey by West (2020), and Direct Messages/Messages Received Marketing Campaign of Verizon (2021) were adapted. The study employed frequency, percentage, mean, t-test, one-way ANOVA, and Pearson r were utilized as statistical tools in analyzing the data gathered. Findings revealed that most of the respondents were 30 years old and above and had only Filipino cultural background. The respondents’ extent of the use of social media was “likely” in terms of social networking, photo sharing, video sharing, interactive media and blogging. No significant difference was found in the extent of social media usage when grouped according to dimensions and profile. As for level of marketing performance it was rated as “likely” in terms of conversion rate engagement rate, mentions rate, mentions received and was at “very likely” in terms of direct messages/messages received. No significant relationship was noted in the extent of the use of social media and marketing performance. To address the language barrier, it is recommended to provide language classes or hire bilingual personnel to cater to non-native speakers. To ensure effective information dissemination, utilizing a centralized platform or creating a communication plan can help in distributing relevant information to the right stakeholders. On social media graphics and online promotion, outsourcing or hiring a graphic designer can help deliver compelling and consistent visuals across all social media platforms. As for data acquisition and

lead generation, a comprehensive data management system and online surveys can aid in collecting and analyzing data to generate leads and improve services. Overall, these strategies aim to empower the Robertine personnel to overcome the challenges they face and to improve services to the stakeholders they serve.

Government Procurement Reform Act Practices in the Ministry of Basic, Higher and Technical Education in the Bangsamoro Autonomous Region in Muslim Mindanao: Basis for a Proposed Intervention Program

MOBIN NURRUDIN GAMPAL

Abstract— The Government Procurement Reform Act (Republic Act No. 9184) codifies all public procurement-related regulations and emphasizes on the concepts of accountability and openness. It completely lays out the requirements for all government agencies to modernize, standardize, and control the government's procurement process. As the means involved are generated from public finances, how the government acquires goods and services is impressed with the public interest. This study aimed to assess the government procurement reform act practices in the Ministry of Basic, Higher and Technical Education in the Bangsamoro Autonomous Region in Muslim Mindanao as a basis for a proposed intervention program. This study employed the descriptive method of research using the survey questionnaire as a technique in gathering data among the one hundred twenty (120) respondents from the Ministry of Basic, Higher and Technical Education, and the four-point Likert scale was used. The results of the study indicated that the participants Strongly Agree on the extent of the Procurement Reform Act (R.A. 9184) implemented in the Ministry of Basic, Higher and Technical Education as to the quantity, quality, timeliness, accountability, and competitiveness. Likewise, the respondents also Strongly Agree on the issues and concerns in the implementation of R.A. 9184.

It is recommended that the procurement units, particularly the Bids and Awards Committee, may establish a feedback mechanism whereby issues and concerns on the department procurement might be channeled for accountability. Furthermore, the Bids and Awards Office should broaden its utility to include the accommodation of those who desire to observe procurement processes and access procurement documents anytime. Lastly, the management should designate procurement officials based on knowledge and proficiency in procurement and commitment among other qualifications, to prioritize procurement duties. Incentives should be given on a regular basis and limiting additional assignments to procurement to give time to procurement duties.

Implementation and Performance of E-Governance in the Delivery of Basic Social Services in the Selected Cities and Provinces of the Davao Region: Basis for an Improved Strategic Implementation Plan

PATERNO LACBAYO PACQUIAO

Abstract — The use of e-governance in any aspect of local governance is currently the top priority, not only on the international or national levels of governance but also as one of the prerequisites for local government. E-government describes how governments communicate with their citizens and personnel by using electronic media including the internet, intranets, and handheld devices. The process of generating public benefit through the use of information and communication technology, or ICT, is known as electronic governance (Capati-Caruso, 2015).

This study aimed to determine the extent of the implementation and the level of performance of select cities and provinces of Davao Region regarding e-governance and the delivery of social services with the purpose of recommending an improved strategic implementation plan aimed to generate more outcomes of e-governance in the delivery of social services to the needy.

This research employed a survey descriptive study design. The composition of respondents involved were program implementors from local governments and clientele of the select cities and provinces of the Davao Region. The sampling technique used was simple random sampling.

In light of the findings of the study, the policy researcher concluded that most of the respondents were 18 – 28 years old for the program implementors and 62 and above for public clients. They were both college graduates, and the majority were female. The extent of the implementation of e-governance in the delivery of social services in the selected cities and provinces as to information management and database system, privacy and security of the online website, processing and decision making, and public knowledge and program communication were high. Furthermore, the level of performance of e-governance in the delivery of social services in the selected cities and provinces of the Davao Region in terms of the use of online technology and website applications, distribution of social resources and technical assistance, reliability and accuracy of social services actions, and transparency and accountability were high. On the other hand, there were issues and

problems encountered in the implementation and performance relative to e-governance in the delivery of social services in the selected cities and provinces of the Davao Region.

The following recommendations were offered such as establishing the telecenters, a high level of social engagement, program advocacy, and communication may be carried out by the concerned local governments to improve public awareness and support for the benefit of the clients. Likewise, they may further highlight the necessity to transform governance to move away from traditional, top-down approaches toward more decentralized and participatory systems with the wider applications of new and modern technology.

Management Practices and Factors Affecting the Management Performance of the Local Government Unit of the City of Manila: Basis for a Management Enhancement Program

ROBERTO BELLIS ROQUE JR.

Abstract — The success of any organization is influenced by its management style. An organization's personnel collaborate to achieve objectives that no one person could accomplish alone. Management typically concentrates on choosing the best strategy for employing people within the organization. Therefore, the administrators of the organization should use good management techniques to attain the organizational aims. Management should be able to motivate and inspire its personnel to carry out their duties quickly and effectively through efficient administration.

This study focused on the management practices and factors affecting the management performance of the local government unit of the City of Manila as a basis for a management enhancement program. This study employed descriptive research using the survey questionnaire as a method for gathering data from one hundred fifty (150) personnel composed of administrators and personnel and the four-Likert-scale-Scale was used. The result of the study indicated that the management practices of the local government unit of the city of Manila in terms of planning, organizing, leading, and controlling were often practiced as perceived by its personnel. On the other hand, personality, knowledge, and experience were the factors that affect management performance as rated by the personnel to a great extent. It is recommended that the administration may further encourage the personnel to further enhance and develop management practices through training and seminar workshops. Additionally, thoroughly implement the evaluation performance and development program among personnel and provide feedback on the outcomes.

The Barangay Justice System and the Performance of the Lupong Tagapamayapa in Baguio City

VAN DICANG

Abstract — The barangay, the country's fundamental political unit, administers the Katarungang Pambarangay or Barangay Justice System, a community-based method of resolving conflicts. The Punong Barangay and other community members (the Lupon members) act as mediators (mediators, conciliators, and, occasionally, arbitrators) in disputes involving members of the same community (typically, the same city or municipality).

This study aimed to assess the Barangay Justice System and the performance of the Lupong Tagapamayapa in Baguio City. The descriptive research approach was used, which was intended for the researcher/investigator to obtain information regarding current existing conditions. The respondents of this study were eighty (80) barangay officials composed of the Barangay Captain and the Barangay Council who were the members of Lupong Tagapamayapa and the five-point Likert Scale was used to determine respondents' assessment.

The following conclusions were drawn, the independence, impartiality, and accessibility of the barangay justice system in Baguio City, were undecided as assessed by the respondents. Likewise, the Lupong Tagapamayapa's performance in Baguio City in areas of teamwork and cooperation, adaptability and flexibility, punctuality and attendance, and initiative and drive, the responses were undecided. It is hereby recommended to the members of the barangay justice system must maintain community safety, promote prevention and restoration, and assure just and equal treatment by enforcing the government servant's code of conduct. Similarly, foster confidence and trust among community members, the Lupong Tagapamayapa must establish connections with key individuals in the community. Lastly, the barangay council should constantly come up with plans to enable the Lupong Tagapamayapa members in advancing in their personal, social, and professional lives, such as organizing programs, seminars, and other activities that would improve the standard of performance.

Implementation of Brigada Eskwela and the Resource Generation in the Public Elementary Schools in Region XI: Basis for LGU Partnership

MEL JOY BARRAL

Abstract — Brigada Eskwela or the National Schools Maintenance Week is a nationwide initiative by the Department of Education (DepEd) that mobilizes thousands of parents, alumni, civic groups, local businesses, non-government organizations, teachers, students, and individuals who volunteer their time and skills to do repairs, maintenance work, and clean-up of public elementary and secondary schools. This nationwide caravan is held simultaneously across the country's 16 regions.

This study attempted to assess the Implementation of Brigada Eskwela and Resource Generation in the Public Elementary Schools in Region XI as a basis for LGU Partnership. This study employed both quantitatively and qualitatively. The population or respondents of the study were the school administrators, teachers, PTCAs of public elementary schools in Region XI, and a five-point Likert scale was used in this study.

The extent of implementation of Brigada Eskwela as to pre-implementation, implementation period, and post-implementation was being done very satisfactorily in Region XI as perceived by the two groups of respondents. Likewise, there was a very high correlation and a very dependable relationship between the two variables, the extent of implementation of Brigada Eskwela and the status of resource generation of public schools in Region XI. Hence the Ho3 is not accepted.

It is recommended that the Local Government Units may provide financial assistance to all public schools in support of the Brigada Eskwela Program in Region XI. The barangay officials in the community may provide additional manpower and financial support to augment the need of the school during Brigada Eskwela.

The Implementation of the Civil Registration Mechanism and Its Performance among the Indigenous People of the Province of Cotabato: Basis for a Proposed Mobile Mass Registration for Indigenous People

MARILOU E. QUEMAN-FRONDA

Abstract — Since Act No. 3753 was ratified in the Philippines in 1930, when civil registration became a legal system, there have been many changes. The most prevalent method of gathering data is through civil registration, an administrative system used by governments to record the occurrence of events in the lives of their population. Important events like birth and death are the milestones of human lives. Civil registration is a duty of the local government under Republic Act No. 7160 (Local Government Code of the Philippines), carried out by the City/Municipal Civil Registrar (C/MCR).

This study aims to assess the implementation of the civil registration mechanism and its performance among the indigenous people of the province of Cotabato as a basis for a proposed mobile mass registration for indigenous people. The study employed a descriptive research design using both quantitative and qualitative research methods. The five-point Likert scale was employed to rank the respondents' responses in this study, which also used document analysis, a survey, key informant interviews, and focus group discussions. The primary respondents of this study were the Civil Registrars and co-implementers of the civil registration program.

The results of this study showed that the amount of birth registration mechanism implementation among the IPs was modest in terms of process and linkages, advocacy and campaigns, capability building and infrastructure, research, and technology. On the aforementioned variables, the performance of the Civil Registrars in the Province of Cotabato was also very satisfactory. However, there were issues with the Cotabato province's implementation of the civil registration mechanism. A cross-sectional cohort study on birth, death, and marriage registrations among IP residents of North Cotabato was therefore advised. Additionally, carry out a comparative analysis of the effectiveness of the birth registration systems among IP residents of SOCSKSARGEN and the personnel who administer them.

Community–Based Drug Rehabilitation Program and Restorative Program for Person Who Uses Drugs in General Santos City: Basis for an Intervention Program

ROSALIE S. PORCELIN

Abstract — One of the worst problems in contemporary culture is drug addiction. The majority of drugs are known to cause elation, altering users' moods into pleasurable ones, particularly when engaging in social activities. Drugs' inherent addictiveness tempts people to use them excessively. People who use pharmaceuticals are claimed to experience a variety of bodily side effects, and sudden stopping of a medicine might cause withdrawal symptoms. Drug abuse can injure one's physique, disrupt family relationships, and promote delinquency in society.

The study aimed to propose an intervention enhancement program based on implementing the Community-Based Drug Rehabilitation Program and Restorative Program to the person who uses drugs in General Santos City by using a quantitative study using a survey questionnaire and strengthened by focus group discussions to gather qualitative data. There were 354 participants of the study who used drugs (PWUDs) and 32 implementers, representing the eight (8) barangays selected from the 26 barangays of General Santos City. The statistical tools used were frequency distribution and percentage for the profile of respondents for the shape of both implementers and PWUDs. In contrast, the mean was used to determine the level of implementation and efficiency. Results revealed that implementers have shown a very great extent and very efficient implementation of the CBDRP. Similarly, the PWUDs also rated the implementation of the CBDRP to a very great extent, considering the different aspects of the program. Recommendations include continuous conduct of orientation and follow-up reorientation activities in the communities, particularly at the level of the puroks and barangay, for the awareness of the dangers and consequences of the use of drugs. Likewise, the schedule of activities for regular sessions and other actions may be strictly followed to ensure that the attendance of PWUDs is adequately monitored.

The Level of Implementation of Special Education Program (Sped) And Learning Opportunities of Quality Education in The Public Secondary Schools: Bases for An Intervention Program

JUNELLEN B. PANESA

Abstract — This research hoped to determine the Level of Implementation of the Special Education Program (SPED) and Learning Opportunities for Quality of Education in Public Secondary Schools as bases for an intervention program.

The descriptive correlational research method obtained information regarding the existing condition. A total of fifteen school heads and teachers (15) participated in the survey. A total of one hundred fifty-four (154) parents of the Special Education Program (SPED) students made up the second group of respondents. The researcher used a five-point Likert scale and the purposive sampling method. The statistical tools used in analyzing the data were the frequency count, percentage, mean, t-test, and Pearson r. The results indicate no significant relationship between the level of implementation of the special education program and the quality of learning opportunities. However, it also shows that reading literacy and transition skills need to be improved regarding the implementation level. Thus, there is a need for an intervention program to address the gap.

Keywords: Special Education Program, Learning Opportunities, Quality Education, Public Secondary Schools, Intervention Program

Self-Esteem And Job Satisfaction of Kindergarten Teachers Towards Academic Performance Of Their Learners in Polomolok 4 District

EVA M. ROLDAN

Abstract — The study aimed to determine the level of self-esteem, job satisfaction of 18 kindergarten teachers, and academic performance of their 261 learners in Polomolok 4 district for the school year 2022-2023. A quantitative research approach utilized survey questionnaires to gather data. In analyzing the data, weighted mean, frequency, Pearson's product coefficient moment of correlation, and percentage were used. Results revealed that Kindergarten teachers have positive self-esteem, except for appearance self-esteem, and high job satisfaction in all dimensions. Age and years of service affect job satisfaction, but gender and school size don't. Most kindergarten learners have good academic performance, but some still need support. Nevertheless, age and years of service impact teacher job satisfaction, support, and interventions are necessary for learners to realize their full potential. Overall, it improves our understanding of factors influencing teacher and student well-being in early childhood education.

Keywords: Education, Teachers, Self-Esteem, Job Satisfaction, Academic Performance

Teachers' Citizenship Behavior and Stress at The School District of Alimodian, Iloilo

ELYN ANN A. TINGSON

Abstract — This thesis entitled “Teachers’ Citizenship Behavior and Stress at the School District of Alimodian, Iloilo” investigated the level of teachers’ citizenship behavior and stress and designed to yield an intervention program that will help increase if not sustain the above-mentioned variables. The study consisted of 7 problems and 3 hypotheses. The research instrument which was an adopted questionnaire was administered to the 222 public elementary school grade teachers perceived the level of teachers’ citizenship behavior and stress. It used the descriptive correctional design to determine the level of teachers’ citizenship behavior and stress. The paradigm of the study was the IPO (input, process, and output) where each variable was thoroughly discussed in the review of related literature and studies. The data were statistically analyzed using the frequency count, percentages, mean, standard deviation, t-test, ANOVA and Pearson r. The respondents across Alimodian district exhibit a level of teachers’ teachers’ citizenship behavior were extensive, the teachers’ behaviors that often go above and beyond an employee’s job role/description and include such behaviors as helping others, doing additional responsibilities, and putting in extra hours is extensive. Furthermore, the level of stress was fair, the teacher is experiencing a fairly negative and unpleasant emotions resulting from some aspect of their work as a The schools therefore proposed to increase and improve the citizenship behavior, to cope stress. In addition, the same respondents revealed issues and problems related to the above-stated variables which turned out to be worthy of attention and immediate action by the school management. Relative to the result of the study, an intervention program in a form a technical assistance plan that is an enhancement program on Meditation and mindfulness-based stress reduction (MBSR) are therapies proven to help manage anxiety and depression was crafted and designed to address the gaps.

Keywords: Teachers, Citizenship Behavior, Stress, Intervention Program

Professional Development and Performance Of Private School Teachers in The District Of Sara, Iloilo

SHERA LOU B. TUANDO

Abstract — This study aims to determine the level of professional development and teaching performance of private school teachers in the District of Sara, Iloilo for School Year 2021-2022. For this purpose, seven statement of the problem were formulated. This study was quantitative in nature; correlational design was used to investigate the relationship between studied variables. Population of the study was all private school teachers in the District of Sara, Iloilo. Purposive sampling technique was used to select 103 respondents. Questionnaire was adopted from the Philippine Professional Standards for Teachers (PPST) by Department of Education (DepEd). As for teaching performance, documentary analysis was employed based on their Teaching Performance Assessment. Data gathered was analyzed with the use of mean, frequency, percentage, t-test, one-way ANOVA, and Pearson r. Finding showed that majority of the respondents were female, between ages 21 and 30, been in the profession for 1-10 years, and have earned bachelor's degree. The level of professional development of private school teachers was very high and their teaching performance was rated satisfactory. A significant difference was noted in the level of professional development in terms of dimension and profile in terms of present job but none when classified to schools. Teacher's performance has no significant difference when grouped according to dimensions and schools. Significant relationship was found between the variables. The researcher recommended a training program focused on the enhancement of teaching performance of the private school teachers that will help them to achieve an outstanding rating.

Resiliency, Coping Mechanism, And Performance of Private School Teachers in The District of Sara, Iloilo

BRETCH JUNE D. TUANDO

Abstract — The research study aims to determine the level of resilience, coping mechanism, and performance of the private school teachers in the District of Sara, Iloilo. The study utilized Descriptive-Correlational Research design. The study was conducted in the 5 private schools covering District of Sara, Iloilo namely BJ Institute of Technology Inc., Eucharistic King Academy of Sara, Inc., Sara Aglipayan Christian School, Inc., San Juan Academy Inc. and Sara Fundamental Baptist Academy, Inc. This was participated by 103 teachers both from elementary and secondary private schools. Respondents were selected using purposive sampling technique to ensure that all private schools in the locale of the study was represented. Data were analyzed using the descriptive and inferential data analysis using the Statistical Packaged for Social Sciences (SPSS). Resilience Assessment Questionnaire (RAQ) of Mowbray (2019), Pudroska's (2017) Coping Mechanism Questionnaire, and Philippine Association of State Universities and Colleges (PASUC)'s teaching effectiveness questionnaire were the instruments used. Findings of the study revealed that majority of the respondents were female, ages 20 – 30 years old, bachelor's degree holders, have taught for no more than 10 years and handling Grades 1 through 12. Level of resilience of private school teachers has strong level across all dimensions. No significant difference was noted in terms of dimensions but positively differs in terms of profile and school. Coping mechanism was occasionally practice and influenced by dimensions, profile and schools. The teaching performance was very satisfactory and no significant difference in terms of dimensions and school. There was no significant relationship between private school teachers' resiliency and coping mechanism but not with resiliency and performance and coping mechanism and performance. An intervention program is proposed to enhance the coping mechanism of teachers and let them be familiar with the 4 dimensions that will serve as guide in dealing with the challenges that may arise.

Psychological Empowerment and Performance Of Private School Teachers in The District Of Sara, Iloilo

JOJIE T. RENDON

Abstract — This research study aims to determine the level of psychological empowerment of private school teachers and how it correlates to their performance in District of Sara, Iloilo. Descriptive-Correlational method of research was utilized. This was participated by 103 private school teachers from the 5 private schools in the District of Sara, Iloilo. Mean, percentage, frequency, t-test, one-way ANOVA, Pearson r were the statistical tools used. Psychological Empowerment Scale (PES) of Sprietzer (1995) and Philippine Association State Universities and Colleges (PASUC) Teaching Performance Assessment were the instruments used. Findings revealed that majority of the respondents were female, ages 20-30 years old, been in the profession for 10 years, earned bachelor's degrees, and working in junior and senior high schools. Level of psychological empowerment was moderate and the performance level was outstanding. A significant difference was noted in the level of psychological empowerment when grouped according to profile (sex, civil status, and level of teaching) but none with their length of service, age, and highest educational attainment. When school is considered, no significant difference was found. As for teaching performance, no apparent variation when categorized by dimension but with observable difference when grouped into school. A significant relationship was found between psychological empowerment and performance of private school teachers. Based from the findings of the study, an intervention program through the conduct of capacity building that focuses on alleviating the psychological empowerment of teachers from moderate to very high. By these, teachers will be empowered psychologically in facing the challenges they may face.

The Socio-Economic Development of the Sulu Province: Basis for a Strategic Development Program

JAMIL MUIN MATARUL

Abstract — Unexpected problems usually develop as a result of socioeconomic advancement, which is unavoidable. Due to population growth and workforce migration, many children are left behind and are not cared for in intact households with both parents. The imbalance and inequality of global development are the root causes of this situation. The stakes are too high for this problem to be resolved soon. The tendency of population migration is therefore expected to continue. In light of this global trend, people need to have a thorough awareness of the current state of children who have been abandoned as a result of domestic and international migration.

This study aims to assess the socio-economic development of the Sulu province as a basis for a strategic development program. Utilizing a descriptive survey research design, two hundred twenty-eight (228) respondents, who were composed of development planning officers/administrators of the municipalities and directors and employees of DSWD, were surveyed about the socioeconomic status of the Local Government Units in the Province of Sulu as well as the implementation of the strategic development plan and the five-Likert-scale-Scale was also used. According to the study's findings, respondents agree on the extent to which the strategic development plan is being implemented and on the socio-economic development status of the LGUs in terms of income, the rate of education or literacy, the level of employment, community safety, and social support. However, several issues and concerns came up during the strategic development plan's implementation as assessed by the respondents. According to the study's findings, it is advised that the focus will be placed on enhancing the municipality's project for producing revenue by assisting small enterprises and the agriculture industry. Furthermore, the LGUs may offer more educational facilities and work with the DepEd to adjust teacher training and seminars to match the population's growing educational needs. Likewise, focused on efficiency and productivity and merging the efforts of the public and private sectors, LGUs can make greater efforts to raise the income and literacy rates of their constituents. The municipal government may increase funding for programs that benefit underprivileged populations, such as self-employment support and educational assistance programs. To ensure the success of livelihood

programs, barangay-level training in entrepreneurship, leadership, and community administration may be conducted.

A Comparative Study of Primary Students' English Proficiency Using Thematic Learning Approach and Traditional Learning Method at Warraphat School's Dual Language Program, Hatyai, Songkhla Thailand

NADINE CRISTY PACUMBABA

Abstract — A curriculum that is integrated means that learning is synthesized across conventional subject areas and that learning experiences are planned to reinforce one another. The child's capacity to apply what they learn in one context to another is enhanced by this method. Additionally, research indicates that an integrated method of learning is brain-friendly. The ability to draw complex conclusions increases as the brain forms more connections. Numerous studies on thematically linked learning have been conducted. It has been shown to be trustworthy in enhancing student learning results as well as interactions between students and teachers. Additionally, by enhancing students' accountability and capacity for cooperation, thematic learning can promote collaborative behavior. This study aimed to compare the potential effects between Thematic Learning Approach and Traditional Teaching Method on students' English Proficiency at Warraphat School of Thailand in Academic Year 2022-2023 and this employed quasi-experimental research to compare primary (Grade 2) students' English proficiency using Thematic Learning Approach and Traditional Learning Method. The three expert validators in the school were invited to rate using a four-point Likert scale (1= relevant, 2= unable to assess relevance without item revision 3= relevant but needs minor alteration, and 4= very relevant and succinct). Based on the findings the level of English proficiency of primary respondents in terms of listening and writing and reading and speaking was proficient and there was a significant difference between the thematic approach and the traditional method of teaching. It is recommended that primary students' proficiency will be further developed and improved by continuing to learn, practice, and utilize the language. Additionally, help students make connections between their learning and the actual world, teachers may employ thematic approaches by establishing links and then offer experiences that are extensive and rich in detail. Lastly, teachers must guide students in understanding topics in ways that closely reflect experiences outside of the classroom.

Online Educational Games on Improving Listening and Reading among Prathom Six Students in Prachuap Khiri Khan, Thailand

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Abstract — This research aimed to evaluate the level of online education games of sixth Grade students in terms of concentration, challenge, immersion-attention, social interaction and knowledge improvement in Kittikhun school, Meaung Prachuap Khiri Khan, Thailand. In this study, the experimental research method was used to assess the effect of two manipulated variables with the controlled group. This researcher covered 38 sixth Grade students and 13 teachers. The sampling technique was applied in selecting the respondents of this study. This research study, utilized properly the adapted and modified survey questionnaire.

In conduct of the study, perceptions of the teachers were recognized on the level of online educational games in its dimension, determined the effect online educational games in improving the listening and reading skills of the students, evaluated the most integrated and effective online games in listening and reading. Statistically, in this study the mean value was used to determine the level of online educational games, the independent sample t-test to find out the increase of students listening and reading skills.

The study result, also found the extreme improvement in all dimensions by the use of online educational game. Furthermore, the perceptions of teachers and students on online educational games in terms of dimensions and the most integrated and effective online educational have increased significantly. However, the study also shown difficulties experienced by the teachers and students does not fully meet and assist by the school management.

Keywords: Online Educational Games, Listening and Reading Skill, Integration