



Tin-aw

GRADUATE SCHOOL BOOK OF ABSTRACTS
UNIVERSITY OF THE IMMACULATE CONCEPTION

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PREFACE

"Tin-aw" is a Cebuano word that means "clear". Chosen as the Graduate School Book of Abstracts (GSBOA) title at the University of the Immaculate Conception (UIC), it reflects the core principles of clarity and precision—key attributes of high-quality and meaningful research. The term signifies a commitment to producing articulate, well-structured, and methodologically rigorous knowledge, aligning with the academic standards of scholarly writing.

The research abstracts present significant findings across various disciplines, offering insights into improving efficiency, innovation, and strategic decision-making. These results provide valuable knowledge that can inform future studies and real-world applications. By addressing real-world issues, the findings serve as a foundation for further research and practical improvements in various industries. Ultimately, these studies contribute to informed decision-making, continuous development, and advancements in research and practice across multiple sectors.

Tin-aw represents the University of the Immaculate Conception's Graduate School dedication to clarity and excellence in research. This collection of abstracts showcases significant scholarly contributions and opens new pathways for future discoveries and practical applications. May these studies inspire deeper inquiry, innovation, and meaningful advancements in various fields of knowledge.

Joseph Elmer G. Noval
Editor in Chief

Tin-Aw

Graduate School Book of Abstracts

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DOCTOR OF BUSINESS MANAGEMENT

Exploring the Agritourism Destinations: A Multiple Case Study on the Hindrances of Agritourism Growth in Davao Region

Esiel B. Cabrera

Agritourism fights poverty and boosts rural development; however, significant challenges, including poor infrastructure, lower-skilled farmers, and basic services, hinder such advancement. With that, I explored the service offerings of agritourism destinations in Region XI, Philippines. I investigated the factors and experiences of selected stakeholders that hinder the growth of agritourism, as well as their coping mechanisms. This qualitative, multiple case was conducted in the Davao region, Philippines, particularly focusing on five different cases comprising floriculture, vineyards, livestock raising, sloping agricultural land technology, and demonstration and farm tours. More so, this study utilized a purposeful maximum variation sampling technique and interviewed twenty-three participants composed of farm owners, managers, supervisors, and farmers. The data were analyzed using descriptive case, within-case, thematic, and cross-case analysis. The informants identified the following hindrances: diverse agritourism offerings, experiential hands-on learning, distinct offerings and landscape, lack of manpower, changing weather conditions, laborious responsibilities, lack of funding, communication barrier, a delegation of tasks, inconsistent monitoring and evaluation, unresponsive work ethics, lack of technical skills, and insufficient interpersonal communication skills. These experienced hindrances of growth implies the need to strengthen regional agricultural programs and interventions.

Keywords: *Agritourism, Agriculture, Tourism Industry, Floriculture, Vineyards, Livestock Raising, Sloping Agricultural Land Technology, Demonstration and Farm Tours, Business, Management, Davao Region, Philippines*

The E-Readiness of Small and Medium Enterprises in Soccsksargen: An Explanatory Sequential Approach

Allen Shane L. Cabañog

Inadequate infrastructure and resources of small and medium enterprises (SMEs) have impeded the adoption and integration of new technology into their business operation. This study aimed to determine the level of e-readiness in South Cotabato, Sultan Kudarat, Sarangani, and General Santos City (SOCCSKSARGEN), Philippines, and compare the differences in e-readiness among SMEs based on their characteristics. The researcher employed an explanatory sequential design to draw out the participants' standpoints on the quantitative results. The survey covered 150 purposively chosen executives from merchandising and manufacturing industries across the region, and the results were triangulated by interviewing five participants. The quantitative results were analyzed through inferential statistics, and the qualitative results were subjected to thematic analysis. The findings revealed that e-readiness is evident, and e-commerce readiness obtained very high levels among its indicators. In contrast, digital technology readiness and e-business readiness were rated only high. The e-readiness is comparable regardless of the location, nature of the organization, forms of business, number of employees, organization size, annual average profit level, and product offerings. The study's quantitative findings were confirmed by the participants in the qualitative strand. The participants believe that SMEs were well prepared and equipped for the digital era. Consequently, based on the findings, the researcher prepared an intervention program for probable solutions that may increase the competitiveness and sustainability of small and medium-sized enterprises in the digital economy.

Keywords: *Business practice, e-commerce, digital technology, readiness, business executives, SOCCKSARGEN, Philippines*

Influence of Entrepreneurial Passion, Self-Efficacy, and Perception on Entrepreneurial Intentions among ABM Senior High School Students in Region XII

Jhon C. Padernal

The varied challenges experienced by students significantly dampen their entrepreneurial intentions. This study delves into the multifaceted factors shaping the entrepreneurial intentions of purposively chosen Accountancy, Business, and Management (ABM) senior high school students in Region XII. Findings reveal a noteworthy level of entrepreneurial passion among ABM students, indicating a strong positive emotional connection to their entrepreneurial identities and a strong belief in their ability to navigate challenges and innovate, as evidenced by a high level of entrepreneurial self-efficacy. Similarly, entrepreneurial perception is prevalent among students, with those viewing entrepreneurship as a viable career option exhibiting a greater inclination towards entrepreneurial pursuits. Moreover, ABM students demonstrate high entrepreneurial intentions, showcasing a resolute ambition to establish and operate their businesses. Correlation analysis underscores the significance of entrepreneurial passion, self-efficacy, and perception in shaping students' entrepreneurial intentions, aligning with Ajzen's Theory of Planned Behavior. Regression analysis further elucidates the substantial influence of these factors, collectively accounting for 58.4 percent of the variation in ABM students' entrepreneurial intentions. In sum, the study underscores the pivotal role of entrepreneurial passion, self-efficacy, and perception in shaping the entrepreneurial intentions of ABM students, with these factors collectively exerting a considerable influence on students' behavioral inclinations toward entrepreneurship.

Keywords: *Business Management, Regression, SHS, ABM, DepEd, TPB, Passion, Self-efficacy, Student Perception, Entrepreneurial Intentions*

The Government Employees' Commitment in the National Capital Region as Influenced by Predictor Variables: A Path Analysis

Matt Anthony M. Pareja

Any successful organization, including those in the government, is built on the commitment of its employees. Since government employment significantly impacts the lives of the Filipino people, employee commitment is perhaps much more essential to this sector. Thus, using descriptive correlational, specifically path analysis research design, the study examined the influence of authentic leadership, innovative work behavior, and work-life balance on government employees in the National Capital Region. The study employed an adapted survey questionnaire distributed to employees from eight National Government Agencies and Constitutional Commissions in the region, utilizing purposive sampling. The result revealed high employee commitment, authentic leadership, innovative work behavior, and work-life balance in government employees. Also, it indicated a direct effect of authentic leadership and work-life balance on employee commitment. In contrast, authentic leadership and innovative work behavior indirectly affect employee commitment by mediating work-life balance. The study also determined a significant relationship between authentic leadership and innovative work behavior. The results revealed various dynamics, emphasizing the importance of exercising authentic leadership, recognizing innovations and creative ideas, and observing and implementing work-life balance in developing and continuing employee commitment of government employees in the National Capital Region.

Keywords: *employee commitment, authentic leadership, behavior, business management, quantitative research, descriptive correlation, path analysis, National Capital Region, Philippines*

Entrepreneurial Adversities: The Case of Resort Owners in Region XI

Mar Vincent Rebote

Resort owners face significant financial pressure because of the substantial capital investment to build, maintain, and operate the resort. This study examines the entrepreneurial adversities of business resort owners and their coping strategies amidst challenges like natural disasters, customer complaints, financial difficulties, and operational deficiencies. Respondents were selected through maximum variation sampling. Moreover, this study utilized multiple case study designs to investigate the experiences and coping strategies of the selected cases. The essential themes that emerged under experiences were natural disasters, customer complaints, financial difficulties, and lack of operational edge, while under the coping strategies were planning and eco-conscious practices, culture of respect and empowerment, and capability building. The results highlight the significance of flexible tactics and preemptive actions to maintain business continuity. The knowledge acquired has the potential to guide resort owners, policymakers, and stakeholders in enhancing resilience and navigating the ever-changing landscape of the hospitality industry.

Keywords: *Business Management, entrepreneurial adversities, resort business owners, qualitative- multiple case studies, Region XI, Philippines*

The Mediating Effect of Internal Audit Between Corporate Governance and Business Sustainability among Cooperatives in Region XI

Enrique O. Torino

Achieving sustainability transcends mere operational efficiency and economic viability for cooperatives. These organizations recognize that ensuring social and environmental sustainability is integral to their long-term success and the well-being of their members. This study aimed to determine the mediating effect of internal audit on corporate governance and business sustainability. The study utilized quantitative, descriptive correlational research design and mediation technique using the Sobel z-test, with 300 cooperative employees selected as the respondents through stratified random sampling. Results revealed that business sustainability and corporate governance levels were very high while internal audits were high. There was a significant and positive correlation between corporate governance and business sustainability, corporate governance and internal audit, and internal audit and business sustainability. Internal audit partially mediated the relationship between corporate governance and business sustainability. Internal audit partially mediated the relationship between corporate governance and business sustainability. About 94.88 percent of the total effect of corporate governance on business sustainability goes through internal audit, and about 5.12 percent of the total impact is either directly influenced or mediated by other variables not covered in the model. The results corroborate the Agency Theory by Jensen and Meckling, which proposes that internal audit strengthens the influence of corporate governance on business sustainability. Moreover, the findings support the institutional theory by Scott that internal audits play a crucial role in optimizing the relationship between corporate governance and business sustainability.

Keywords: *Business management, social sustainability, transparency, nature of work, cooperatives, descriptive correlation, mediation, Region XI, Philippines*

DOCTOR OF PHILOSOPHY IN EDUCATION MAJOR IN APPLIED LINGUISTICS

A Pragmatic Analysis of Philippine Decided Cases on Oral Defamation

Christopher James D. Ferrer

This qualitative research employing pragmatic analysis explored the defamatory statements exhibited in the Philippine decided cases of oral defamation. Through an analysis of the Supreme Court decisions, the study examined the defamatory statements exhibited in these 51 cases, as well as their linguistic realization through illocutionary acts and linguistic markers. Four defamatory statements were identified, including damaging the person's reputation, mortifying the person and linking him/her to horrors in the community, exposing the person whose role demands accountability both in professional and personal life, and accusing the person of infidelity, sexual promiscuity, or fornication. The pragmatic analysis revealed the use of representatives, expressive, and directives. as illocutionary acts, alongside the linguistic markers such as vulgar or swear lexemes, curse or cuss lexemes, monomorphemic words and polymorphemic words, adjectives, and constatives. Additionally, the study uncovered five social issues stemming from the results, including unfair criticism and gossip harm people from all backgrounds, lies and deceit damage someone's reputation and dignity, hurtful words can deeply hurt a person, freedom of speech does not excuse offensive remarks, and speaking harshly when angry has repercussions.

Keywords: *Linguistics, oral defamation, defamatory statements, pragmatic analysis, linguistic markers, illocutionary acts, social issues, Philippines*

The Molding of Teacher–Student Relationship in the Context of Linguistic Markers of Politeness in Social Media Platform: A Mixed Methods Study

Daisy Marie L. Ligutom

The purpose of this study was to determine the relationship and influence between linguistic markers of politeness (LMP) and the teacher–student relationship (TSR). An explanatory sequential mixed method was employed to obtain data from 300 grade eleven senior high school students across five schools in the Caraga Region. Using the in-depth interviews and focus group discussions with 17 participants taken from the quantitative respondents, data were integrated with the findings in the quantitative aspect of the study. The results showed a moderate level of LMP and a high level of TSR. The participants confirmed the relationships and the functions of the variables. With the confirmation, it can be stated that there is substantial evidence that Linguistic Markers of Politeness (LMP), with subject matter emerging highest among indicators, strongly influence the Teacher–Student relationship (TSR). However, it is important to note that a small number of participants disconfirmed the results by advocating for a higher level of LMP, thereby broadening the discussions. This introduced a connecting expansion element. These participants emphasized the importance of students consistently engaging in polite conversation and noted that only a few students communicate disrespectfully with teachers. They stressed the necessity for students to exhibit respect in all interactions, reflecting the belief that politeness is fundamental to productive teacher–student relationships. Thematic analysis of the qualitative data revealed the essential themes generally confirming the influence of the LMP on the TSR. Connecting–confirmation and connecting–expansion surfaced as the nature of data integration.

Keywords: *Applied linguistics, linguistic markers of politeness, teacher–student relationship, social media platform, Caraga-Philippines*

A Multimodal Discourse Analysis on Female Representations in Film Posters

Ana Louella N. Navarro

This study aimed to identify the multimodal features used in film posters of Filipino movies produced between 2010 and 2023 that are currently found on Netflix. It explored the various stereotypes of women depicted through multimodal modes. Using Multimodal Discourse Analysis and anchored on Visual Grammar by Kress and van Leeuwen and thematic analysis, the researcher examined how these representations affected female viewers' construction of their feminine images and their overall impression on the film posters. There were 40 film posters analyzed and 11 female participants interviewed to triangulate the results. It was revealed that the interactional meaning (gaze, size of frame, and perspective), compositional meaning (salience and informational value) of the film posters were tools to displaying and understanding different female representations. Also, the representational meanings made up by vectors (actions) and different structures and processes underscored different female representations. These representations were also observed in the themes that were developed from the responses of the participants, which include women's stereotypical image portrayal, progressive female characters, stereotype subversion, and objectification. In addition, the participants also had similar opinions regarding the influence that film posters have on them when choosing which movies to watch, and the most prominent visual elements that attract the viewers. Overall, through Visual Grammar, it was proven that different semiotic modes can represent women in several ways. Also, these representations include concept that may be helpful or harmful to how women view themselves.

Keywords: *Applied linguistics, education, multimodal discourse analysis, female representation, film posters, visual grammar, Philippines*

The Pedagogical Horizon of Filipino English Language Teachers in Foreign Countries: A Multiple Case Study

Rhea Joy B. Semblante

This study aimed to unveil the lived experiences and coping strategies of five Filipino English language teachers in foreign countries: a Filipino English teacher in Thailand, a Filipino English teacher in Vietnam, a Filipino English teacher in Japan, a Filipino English teacher in the USA, and Filipino English teacher in Italy, which were chosen through maximum variation sampling. Using qualitative design, specifically the multiple case study approach, the teachers' experiences and coping strategies were examined using in-depth interviews. Data triangulation was done by interviewing each case's family members, colleagues, and friends. Thematic analysis resulted in five emergent themes on the experiences namely well- provided with teaching materials, comfortable working conditions, financial stability, use of varied instructional strategies, and growth opportunities. The emergent themes for coping mechanisms included adopting viable strategies for language barriers, mending unpleasant student behavior, and resolving culture shock. The five cases were generally similar in their experiences and challenges. As for coping strategies, five cases adopted viable strategies for language barriers, three cases differed on mending unpleasant student behavior, and all cases resolved culture shock. These results emphasized the importance of shedding light on the experiences of Filipino English language teachers working internationally, as this offers insights into their adaptive strategies, as well as highlights areas where additional support and resources may be beneficial. These insights can inform and enhance the teachers' understanding, strategies, and practices, ultimately contributing to more effective and sound decision-making and implementation in the field of education, nationally and globally.

Keywords: *Applied linguistics, education, multiple case study, lived experiences, filipino english language teachers, international, Philippines*

DOCTOR OF PHILOSOPHY IN EDUCATION MAJOR IN EDUCATIONAL LEADERSHIP

The Mediating Effect of Role Stress on Leadership Behavior and Organizational Commitment: An Explanatory Sequential Design

Mary Dane R. Canadalla

This study examined the mediating effect of role stress on the relationship between leadership behavior and organizational commitment among 300 tertiary school instructors in Region XI employing an explanatory sequential design. . Statistical analyses included mean, standard deviation, Pearson correlation, and the Sobel z-test. Findings revealed high levels of leadership behavior and organizational commitment among instructors. Significant relationships were found between leadership behavior and organizational commitment, leadership behavior and role stress, and role stress and organizational commitment. The study concluded that leadership behavior significantly affects organizational commitment, with role stress acting as a mediator. Based on the findings, leadership behavior can reduce role stress, thereby enhancing organizational commitment. In the qualitative phase of the study, the standpoints of the participants on the variables and their relationship revealed themes such as Confirmed High Rating of all indicators, Confirmed Moderate Rating of Role Overload, Confirmed Significant Relationship of Leadership Behavior to Organizational Commitment, Role Stress to Organizational Commitment and Leadership Behavior to Role Overload, Confirmed mediating effect of Role Stress on the relationship of Leadership Behavior and Organizational Commitment. Lastly, the data integration analysis showed that the above pairs of quantitative and qualitative data denote agreement or connecting confirmation in all of the indicators except role overload with connecting discordance, connecting confirmation to the relationship of the variables and mediation.

Keywords: *Educational leadership, education, role stress, leadership behavior, organizational commitment, mixed methods, explanatory sequential design, Philippines*

Burnout and Attitude Towards Physical Activity of Tertiary Education Major in Physical Education: Basis for Intervention Plan

Dexter C. Dapitan

This quantitative study employing a descriptive correlation design aimed to determine the relationship between burnout and attitude toward physical activity among tertiary education students majoring in physical education as basis for an intervention plan. Adapted questionnaires were utilized to gather data from (how many respondents across how many schools?) Mean, standard deviation, Pearson product-moment correlation coefficient, and multiple regression analysis were the statistical tools used to treat the data. Findings revealed that the level of burnout among tertiary physical education students was moderate, while the level of attitude towards physical activity was high. Moreover, a significant negative correlation existed between burnout and attitudes toward physical activity.

Keywords: *Physical education, burnout, attitude towards physical activity, descriptive-correlation, Philippines*

Teacher Empowerment, Principal Technology Leadership and Blended Teaching Readiness of Public Secondary School Teachers: A Convergent Design

Boubert G. Dumagan

This research employed a mixed methods approach, utilizing a convergent design to investigate the relationship among teacher empowerment, principal technology leadership, and blended teaching readiness in public secondary schools across Region XI. The study included (how many) public secondary school teachers from 11 divisions, employing adapted survey questionnaires, in-depth interviews (IDI), and focus group discussions (FGD) to generate data. Quantitative analysis used mean, standard deviation, and multiple linear regression, while thematic analysis was applied for qualitative results. The collection of data for quantitative and qualitative phases provided a nuanced understanding of the research context. Findings indicated very high levels of teacher empowerment and blended teaching readiness, with high ratings for principal technology leadership. Inferential results demonstrated significant influences of teacher empowerment and principal technology leadership on blended teaching readiness. In the qualitative phase, participants' experiences revealed themes such as collaboration, continuous learning, challenges, and connectivity issues. Experiences shaped beliefs around resourcefulness, empowerment, professional preparation, and fostering innovation. Commitment themes included collegial assistance, technology and resource management, and enhanced assessment. Experiences also influenced attitudes towards blended teaching readiness, emphasizing supportive leadership, openness to innovation, empathetic support, and competence. The corroboration of quantitative and qualitative results highlighted a nuanced understanding of the factors influencing blended teaching readiness in Region XI public secondary schools.

Keywords: *Educational leadership, teacher empowerment, principal technology leadership, blended teaching readiness, public secondary school teachers, convergent design, Philippines*

The influence of Organizational Commitment and Work Engagement on Turnover Intentions in Private Secondary Schools: A Convergent Design

Nelsa P. Guevarra

This study employed a mixed methods approach, particularly convergent design, to determine the influence of teachers' organizational commitment and work engagement on their turnover intentions. The data was gathered through random sampling from (how many?) private secondary school teachers in Region XI, Philippines. Sets of adapted survey instruments and an interview guide were used to obtain data. In the quantitative phase, the mean, standard deviation, and multiple linear regression were used as statistical tools, while in the qualitative phase, thematic analysis was employed. Findings in the quantitative phase revealed that the status of the organizational commitment was moderate, while the status of work engagement was high, and the turnover intention was low. Moreover, concerning the relationship of variables, the study revealed that organizational commitment did not have a significant relationship with the turnover intention of teachers, while work engagement was significantly correlated with turnover intentions. In the qualitative phase of the study, results revealed four essential themes based on the lived experiences of teachers on turnover intention, namely: disregarding plans to leave the school, encountering favorable conditions, fostering non-manifestation of dissatisfaction, and strengthening personal decision to stay. Finally, the results in the merging of quantitative and qualitative findings formed a merging-converging nature on organizational commitment and work engagement and a merging-diverging nature on turnover intentions.

Keywords: *Educational leadership, organizational commitment, work engagement, turnover intention, convergent design, Philippines*

Quantum Leadership, Work Engagement, and Teaching Performance of Private Higher Education Teachers: An Explanatory Sequential Design

Rey Anthony S. Perez

Researchers have identified low teaching performance as a persistent issue impacting student learning outcomes. However, many factors can improve or avert the teaching performance of teachers. This study investigated the influence of quantum leadership and work engagement on teaching performance among faculty members at private higher education institutions in Region XI, Philippines. A mixed methods approach was employed to obtain data from 300 respondents in the quantitative phase and 17 participants in the qualitative phase. who were surveyed, and were interviewed. The researcher used validated adapted survey questionnaires an in-depth interview guide . Mean, standard deviation, Pearson product-moment correlation, t-test, and multiple regression analysis were used to analyze the corresponding data gathered. The quantitative findings indicated high levels of quantum leadership and work engagement , and teaching performance was rated very high. The findings further revealed that both quantum leadership and work engagement were significant determinants of teaching performance. Moreover, the two independent variables have a significant influence on teaching performance. Qualitative data supported these results, with participants rating work engagement, quantum leadership, and teaching performance highly. The qualitative results yielded themes such as streamlining workload for efficiency, responsibility and collaboration, open communication, drives for organizational excellence, a healthy workplace environment, and comprehensive assessments. The study concludes that quantum leadership and work engagement significantly enhance teaching performance, with the integration of quantitative and qualitative data corroborating these findings.

Keywords: *Educational leadership, quantum leadership, work engagement, teaching performance, education, Philippines*

Classroom Learning Environment, Leadership Behavior, and Performance Assessment Attitude of Special Education Teachers: An Explanatory Sequential Design

Marlon Paul G. Sampayan

This study aimed to examine the relationship and influence of classroom learning environment and leadership behavior on the performance assessment attitude of teachers. Employing the explanatory sequential mixed methods design specifically, descriptive correlation design and phenomenology were utilized to reveal an intricate understanding of the experiences of Special Education Teachers in Region XI. A validated and reliability-tested adapted survey questionnaire was used for quantitative data gathering, while validated guide questions based on the result of the quantitative phase were used in the IDI and FGD. Findings in the quantitative phase were analyzed using descriptive statistics, Pearson r , and multiple regression in the quantitative strand and thematic analysis was used in the qualitative phase. The findings revealed that the classroom learning environment of teachers was high; the perceived leadership behavior of their school heads was very high, and the performance attitude of teachers was very high. In addition, findings revealed a significant relationship between classroom learning environment, leadership behavior, and performance assessment attitude. Further, the classroom learning environment and leadership behavior significantly influenced performance assessment attitude. Furthermore, a very high rating contradicts a moderate rating and confirmed combined significant influence with the common essential themes. Moreover, connecting-confirming and connecting-diverging were the nature of data integration.

Keywords: *Educational leadership, classroom learning environment, leadership behavior, performance assessment attitude, mixed-methods*

Principal Leadership and Teacher Commitment as Predictors of Job Satisfaction: A Convergent Design

Marianne C. Seras

This mixed methods study, specifically using the convergent design, determined the influence of principal leadership and teacher commitment on the job satisfaction of public elementary school teachers in Region XI, Philippines. The descriptive correlational design was employed in the quantitative phase, and phenomenology was utilized in the qualitative phase. Purposive sampling was used, and (how many respondents?) respondents were randomly selected in the quantitative phase, while 17 participants were purposively chosen to participate in the In-Depth Interview and Focus Group Discussion. The statistical tools used were the mean, standard deviation, and multiple regression analysis. Interview guide was used to probe into the participants' lived experiences. Findings revealed a high rating for principal leadership, teacher commitment, and job satisfaction among public elementary school teachers. Additionally, principal leadership and teacher commitment significantly influenced the job satisfaction of teachers. Utilizing thematic analysis of the participants' lived experiences on job satisfaction, the following themes emerged: : sustained job satisfaction, effective instructional delivery, metacognitive integration, impact on teaching proficiency, barriers to job satisfaction, and inefficient pedagogical approaches. Furthermore, essential themes emerged that relate to the role of experiences in shaping the belief of the participants toward job satisfaction, including teaching dedication and being led by a benevolent leader. The role of experiences in shaping the commitment of the participants toward job satisfaction includes career satisfaction and professional fulfillment. Three essential themes were apparent on the role of experiences in shaping the attitude of the participants toward job satisfaction, which include a positive approach to teaching, an optimistic perspective, and a constructive teaching attitude. Finally, the integration of findings revealed that the results of the two phases corroborated, demonstrating a merging and converging of data.

Keywords: *Educational leadership, convergent design, principal leadership, teacher commitment, teacher job satisfaction, Philippines*

Educational Leadership and School Climate as Predictors of School Effectiveness: A Convergent Design

Mariel Jeanne C. Seras

This study focused on the influence of educational leadership and school climate on school effectiveness. A mixed methods approach, specifically convergent-parallel design was employed involving (how many ?)public school teachers in Region XI in the quantitative and 17 participants in the qualitative phase . Further, adapted questionnaires were utilized to gather the data in the quantitative phase while researcher-made questions were used in the in-depth interview (IDI) and focus group discussion (FGD). Furthermore, mean, standard deviation, Pearson r and regression analysis were the tools in the quantitative phase. While in the qualitative phase, thematic analysis was employed using the Collaizzi's model. Findings revealed a very high level of educational leadership of school principals, school climate and school effectiveness. . However, the findings apparently indicated that neither the educational leadership of school principals nor the school climate significantly predicts school effectiveness. Further the combined effect of educational leadership and school climate did not emerge as significant predictors of school effectiveness. Conversely, five themes emerged from the lived experiences of the respondents , five themes emerged, these are: leadership skill engagement, collaborative and innovative teaching, positive dynamics, teamwork and recognition, and work and resource management challenges. As to the role of experiences in shaping their belief toward school effectiveness, three themes surfaced: student-centered equity, data-driven instruction and initiating partnerships. Further, as regards the role of experiences in shaping the attitude of the participants toward school effectiveness, three themes were evident namely, effective commitment, advocacy for equity and resilience. Furthermore, with the role of experiences in shaping the commitment of the participants toward effectiveness; four themes became visible: student-centered commitment, professional growth and development, collaborative engagement and advocacy and leadership influence and inspiration. Moreover, the qualitative results revealed on the one hand, a merging-converging nature of integration in the following focal points: the learning process, school goals, student-teacher relationship, group cohesion, role of experiences in shaping the belief, attitude and commitment of the participants toward school effectiveness. On the other hand, a merging-diverging nature of integration was revealed in the school-home relationship factors, and in the regression analysis as regards the influence of educational leadership, school climate towards school effectiveness.

Keywords: *Educational leadership, school climate, school effectiveness, public school teachers, mixed methods, convergent design, Philippines*

A Structural Equation Model on Teacher Commitment in the Context of Educational Management Practices, School Culture, and Behavioral Competencies

Jodison A. Tanutan

The objective of this quantitative study was to test the validity of a multi-variate model that best fits in predicting the commitment of senior high school teachers using Structural Equation Modeling. The study involved (how many?) public school senior high school teachers in Region XI using stratified quota sampling. The data were collected using a validated and reliability-tested survey instrument. The result showed a very high level of school principal's educational management practices and behavioral competencies, school culture, and teacher commitment. Moreover, school principals' educational management practices, school culture, and behavioral competencies have a strong, positive, significant relationship to teacher commitment. The best-fit model demonstrated a direct influence of educational management practices on school culture and teacher commitment. The school culture indirectly influenced teacher commitment through the mediating effect of behavioral competencies.

Keywords: *Educational leadership, educational management practices, school culture, behavioral competencies, teacher commitment, structural equation model, Philippines*

Transformational Leadership, School Culture, and Organizational Commitment: An Explanatory Sequential Design

Kristine W. Tuba

This study delved into the significant difference in transformational leadership, school culture, and organizational commitment when analyzed according to age, sex, school type, and educational qualification of (how many ?) respondents using a mixed methods approach, particularly the explanatory sequential design. For the quantitative phase, respondents were randomly chosen from public and private senior high schools in the Davao region, and for the qualitative phase, participants were chosen from the quantitative phase to take part in the in-depth interviews and focus group discussion. Moreover, the validated and reliability-tested adapted questionnaires, including the interview guide questions generated from the quantitative results, were used in the study. Statistical tools like mean, standard deviation, and Pearson r and multiple linear regression were used to analyze the quantitative data, while thematic analysis was used in the qualitative phase. The findings revealed that the level of transformational leadership, school culture, and organizational commitment were rated very high. Likewise, transformational leadership and school culture have a significant relationship to organizational commitment. More so, school culture significantly influences organizational commitment. In the qualitative phase, the standpoints of the participants on the salient points in the quantitative results for transformational leadership, school culture, and organizational commitment were all confirmed. Additionally, connecting confirmation was the type of data integration found to exist between the findings of the quantitative and qualitative phases.

Keywords: *Educational leadership, transformational leadership, school culture, organizational commitment, explanatory sequential design, Philippines*

DOCTOR OF PHILOSOPHY IN EDUCATION MAJOR IN PHYSICAL EDUCATION

Curriculum Implementation Facilitating and Hindering Factors, Learning Strategies and Teaching Competencies of Physical Education Teachers: A Convergent Design

Shiela Mae M. Babiera

This study employed mixed methods research particularly, convergent design, to determine the influence of curriculum implementation facilitating and hindering factors and learning strategies on the teaching competencies of PE teachers in Region XI. Respondents were selected through stratified quota sampling. The validated questionnaires were used to analyze quantitative data using mean, standards deviation, multiple linear regression analysis. The interview guide was utilized for qualitative data and analyzed through thematic analysis. The status of curriculum implementation facilitating and hindering factors and learning strategies and teaching competencies was very high. Both independent variables significantly influence teaching competencies. Lived experiences include difficulty in facilitating learning journeys within the learner-centered ecosystem, refining teaching skills, and evolving oneself through continuous professional growth. Further, the roles of experiences in shaping the attitude and beliefs were cultivating a flourishing teaching journey and pedagogical excellence. The exosystem level and result showed merging-converging with the experiences of refining teaching skills and evolving oneself through continuous professional growth. However, the learning strategies in terms of implication reveal a merging-diverging nature of integration with the experiences of participants on teaching competencies as they have the difficulty in facilitating immersive learning journeys within a learner-centered ecosystem.

Keywords: *Education, curriculum implementation facilitating and hindering factors, learning strategies, teaching competencies, convergent design, Philippines.*

Sportspersonship, Self-Efficacy, and Sports Motivation of Soccsksargen Regional Athletic Association (SRAA) Athletes: A Convergent Design

Jestoni B. Boston

The study determined the influence of sportspersonship and self-efficacy that significantly influences the sport motivation as well as the lived experiences of the SRAA athletes in the Region XII during the fourth quarter of 2023. The study used mixed method utilizing convergent design among 323 athletes through random sampling. Additionally, 18 participants through purposive sampling for in-depth interview and focus-group discussion. Mean, standard deviation, and linear regression were used for statistical data treatment. The results revealed that sportspersonship, self-efficacy, and sports motivation are high. On the other hand, the athletes' experiences relating to sportspersonship and self-efficacy that shaped their beliefs, attitudes, and commitments include manifestation of relishing moments, constructive criticism, sportspersonship, performance optimization, adherence to sports ethics, and positive mindset. The experiences in shaping the beliefs of the participants are self-belief, adaptability, and determination. Meanwhile, the attitudes of the participants are self-discipline, skill enhancement, and gratification. Lastly, the experiences that shaped the commitment of the athletes include self-motivation for skills improvement and commitment to excellence in sports performance.

Keywords: *Physical Education, sportspersonship, self-efficacy, sports motivation, convergent design, Philippines*

From Court to Health: A Multiple Case Study on the Role of Pickleball on the Healthy Lifestyles among Adults

Dexter Dave S. Cagampang

Pickleball, a rapidly growing paddle sport, promotes a healthy lifestyle by offering accessible, low-impact activity for individuals of all ages. However, the challenge of persuading people to engage consistently in physical activity for overall wellness persists. Given the rise in non-communicable diseases worldwide, the WHO recommends regular moderate-to-intense physical exercise for adults. This study explored pickleball's role in promoting healthy lifestyle behavior and its role in the healthy lifestyle and the social dynamics of the adult players in the selected pickleball clubs in Region XI. Five cases were examined utilizing thematic analysis and triangulation. The following themes emerged relating to participants' experiences: engaged in inclusive sport, motivated to stay engaged, optimized physical wellness, boosted psychological and social wellness, and achieved leisure satisfaction. Meanwhile, the themes for social dynamics include maintaining positive social interaction and connection, cultivating a culture of sportsmanship and positivity, acknowledging diversity and inclusivity, sustaining team dynamics, and developing conflict resolution options. The five cases were generally similar in optimizing physical wellness and achieving leisure satisfaction. As regards the navigation of the participants' social dynamics, three cases of pickleball players had different experiences from the rest of the cases. Incorporating pickleball into school programs and curriculum, promoting it to community, and establishing pickleball clubs can promote skill development, social interaction, and a healthy lifestyle.

Keywords: *Health, lifestyle, pickleball, physical wellness, Philippines*

Quality Physical Education, Learning Styles and Motivation of College Students in Physical Education Classes: An Explanatory Sequential Design

Nida R. Esteves

This study explored the influence of quality physical education (QPE) and learning styles on college students' physical education (PE) motivation using mixed methods approach, particularly explanatory design. For the quantitative phase, respondents were randomly chosen from among the selected higher education institutions in Region XII. For the qualitative phase, participants were purposively chosen from the respondents of the quantitative phase to participate in the in-depth interview and focus group discussion. The researcher used sets of adapted survey tools and an interview guide to gather data. The quantitative strand used the mean, standard deviation, and linear regression as statistical tools. Further, coding and thematic analysis were employed for the qualitative strand. Findings revealed high mean ratings in QPE, learning styles and college students' motivation in physical education, respectively. Furthermore, QPE and learning styles were both significant predictors of college students' motivation in physical education. Moreover, results showed that the high percentage of the variance of college student motivation in PE was explained by the independent variables, QPE, and learning styles. Thus, it can be said that a certain percentage of the variance can be attributed to other factors aside from the variables explored in the study. The combined influence of quality physical education and learning styles as predictors of motivation in physical education among college students was fit in the study. Also, the participants' standpoints on the salient findings of the study were probed for further explanation in the qualitative strand. Thus, the joint display revealed the confirming- merging nature of data integration.

Keywords: *Education, quality physical education, learning styles, motivation, explanatory sequential design, Philippines*

Development and Validation of a Measurement Scale For Student Attitude Toward Philippine Folk Dances

May C. Gallano

This exploratory-sequential mixed methods study investigated the dimensions and developed a context-specific scale of university students' attitudes toward Philippine folk dances (A-PFD) in Region XII, Philippines. For the qualitative phase, in-depth interviews and focus group discussions were utilized through a non-probability purposive sampling technique. The interview transcripts were then used to develop items in the form of a Likert scale to describe university students' A-PFD. The respondents were university students from various universities in Region XII, Philippines. Through exploratory factor analysis (EFA), three factors were revealed: affective component, behavioral component, and cognitive component. This three-factor structure was a better fitting model and parsimonious using confirmatory factor analysis (CFA) and other test indices. The final questionnaire, as the output of this study, consisted of items that yielded excellent reliability when determining the Cronbach's alpha. A descriptive survey also revealed a high level of A-PFD among students in Region XII. However, it was revealed that there was no significant difference when grouped according to year level, sex, ethnicity, and course. Further, quantitative data results confirm qualitative data results.

Keywords: *Physical education, attitude, folk dances, mixed-method, exploratory Sequential, Philippines*

Barriers, Motivation and Sports Participation in Selected Regions in Mindanao: An Explanatory Sequential Study

Atreju Mikhail Sam A. Gallardo,

Sports participation is vital to any emerging sporting country; however, sports participation worldwide has consistently declined. A mixed methods approach, specifically a sequential explanatory design study, aimed to determine the level of barriers and sports participation motivation among tertiary students in the selected regions in Mindanao by using adapted survey questionnaires, in-depth interviews (IDI), and focus group discussions (FGD) on obtaining quantitative and qualitative data. The quantitative and qualitative phase respondents comprised tertiary students from Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), Northern Mindanao (Region X), Socksargen (Region XII), and Zamboanga Peninsula (Region IX). The study revealed that the barriers to sports participation among the students have an overall mean of high. Specifically, The result indicated that the level of barrier to sports participation in terms of social, religious, and psychological barriers was high. Meanwhile, university-related and academic-related barriers were moderate. The motivation for sports participation also has a high overall mean. The result indicated a high level of sports participation motivation regarding sports action with friends, popularity, social status, sports events, and relaxation through sports. Additionally, sports participation motivation in terms of fitness and health has a very high mean. The study showed that most students from the selected regions in Mindanao chose basketball, volleyball, and badminton as their preferred sports. Also, most students participate in sports for only one year or less, once a week, and for 2 to 3 hours. The study also found that motivation for sports participation significantly influences years of participation, frequency, duration, and type of sports. There were four themes generated based on the findings: confirmed the high rating of barriers in sports participation, confirmed high rating in sports participation motivation, disconfirmed the significant influence of barriers to sports participation to sports participation, and confirmed a significant influence of sports participation motivation to sports participation. Furthermore, the nature of the four quantitative and qualitative data integration was connecting- merging (confirmation).

Keywords: *Physical education, sports participation, participation barriers, participation motivation, explanatory sequential design, Philippines*

Physical Literacy, Resilience and Wellness of College Student's in Region XI: A Convergent Design

Aires A. Insao

This study employed mixed methods specifically convergent design. The study determined the influence of wellness of college students in Region XI. It also unveiled the corroboration of the quantitative data to the qualitative data particularly on the status of the physical literacy and resilience and their influence on the wellness of the college students. Using validated adapted survey questionnaires, quantitative data were collated and analyzed using mean, standard deviation and multiple regression analysis. Data gathered underwent thematic analysis. The status of physical literacy of the college students was high, the status of resilience was moderate, and the status of wellness was high. The following themes regarding their lived experiences emerged: achieving physical wellness; building support system; easing emotional disturbances; hindering academic stimulation; and experiencing challenges. Moreover, physical literacy and resilience significantly influenced the wellness of the college students. Meanwhile, themes relating to experiences that shape the belief of the participants regarding their wellness, surfaced: focusing on one's dream of life; maintaining wellness; and staying productive in life. The quantitative findings merged and converged with the qualitative findings. These findings further substantiated the wellness of the college students. The findings were indicative on the need to provide interventions for college students in maintaining their wellness despite of challenges in their lives.

Keywords: *Education, physical education, physical literacy, resilience, wellness, convergent design, Philippines.*

College Student Course Engagement in Physical Education In Region XII: A Structural Equation Model

Emy A. Morbo

This study aimed to find the best fit model for college student course engagement among state universities and colleges in Region XII. A descriptive correlational research design was employed, and a stratified random sampling technique was used to determine the 500 respondents for the study. Moreover, adapted survey questionnaires were used, which underwent reliability testing in the local context. Mean, standard deviation, and multiple linear regression were used in statistical analysis. Likewise, to generate the best fit model for college student course engagement, structural equation modeling (SEM) was used. The results revealed that the level of need for support of teachers, student's motivation, and self-regulated learning strategies were high. Furthermore, these were directly significant in predicting college student course engagement in physical education classes. The best fit model yielded good results, as indicated by the indices of goodness fit. The need for teachers' support and self-regulated learning strategies directly influences college students' course engagement in PE. On the other hand, motivation did not directly affect college students' engagement in PE.

Keywords: *Physical education, need support of teacher, motivation, self-regulated learning strategies, course engagement, structural equation model, Philippines*

Teaching Performance, Teacher Commitment and Work Design of Physical Education Teachers in Region XI: An Explanatory Sequential Design

Jaffmar M. Palawan

This explanatory sequential design was employed to understand the influence of teaching performance, teacher commitment, and work design of physical education teachers in Region XI. Specifically, the researcher surveyed selected Physical Education teachers using stratified random sampling and employed adapted and validated survey questionnaires to collect quantitative data. Additionally, for qualitative data, in-depth interviews (IDI) and focus group discussions (FGD) were conducted purposely with Physical Education teachers from schools in Region XI who answered high and low results in the quantitative phase. Results show that the teaching performance of physical education teachers was very high, while teacher commitment and work design of physical education teachers were high. Moreover, in an individual capacity, there is a significant influence between teaching performance and teacher commitment towards work design. The standpoint of the participants revealed their agreement with the relationship between teaching performance and teacher commitment to the work design of physical education teachers in Region XI. Confirming a very high level of planning, development, and results, a very high level of teachers commitment to school, teaching, and profession, and confirming a very high level of task characteristics, knowledge characteristics, social characteristics, and work contexts. The joint display revealed the confirming-connecting nature of their data integration.

Keywords: *Physical education, teaching performance, teacher commitment, work design, explanatory sequential design, Philippines*

Social Physique Anxiety, Eating Behavior, and Basic Psychological Needs in Exercise among Students in Public Secondary Schools: A Convergent Design

Cleo Faye S. Silverio

This study utilized a mixed methods approach, specifically a convergent design, to determine the influence of social physique anxiety and eating behavior on the basic psychological needs of exercise among public junior high school students in Region XI. To extract data relative to the research questions, adapted survey questionnaires and an interview guide were used. The mean, standard deviation, and multiple regression analysis were used as statistical tools. Moreover, in the qualitative strand, thematic analysis was employed. Results showed that the status of social physique anxiety is high, and eating behaviors and basic psychological needs in exercise were both described as moderate. Further, the results showed that eating behavior significantly influences basic psychological needs in exercise, while social physique anxiety has no significant influence. In the qualitative phase of the study, five essential themes emerged from the participants' lived experiences, such as positive disposition about exercise, benefits from exercise, obstacles to exercise, unfavorable impressions of exercise, and influences of exercise. Furthermore, the merging of quantitative and qualitative findings produced a merging-converging nature on the basic psychological needs in exercise and a merging-diverging nature on the roles of experiences in shaping the beliefs, attitudes, and insights shared by the participants towards the basic psychological needs in exercise.

Keywords: *Physical education, social physique anxiety, eating behaviors, basic psychological needs in exercise, convergent design, discipline, Philippines*

A Path Model of Behavioral Regulation in Exercise among Students in Special Program for Sports in Region XI

Arnel Jeff S. Tulabing

This research aimed to determine the causal relationship of interconnected variables, particularly sleep quality, social support, basic psychological needs satisfaction, and behavioral regulation in exercise among students in the Special Program for Sports in Region XI. Three hundred seventy junior high school students under a special program for sports were selected through a purposive sampling technique. Moreover, survey questionnaires were used to obtain information from the respondents. The study utilized quantitative research that employed descriptive-correlational design, Mean and standard deviation, Pearson product-moment correlation, and path analysis to treat data. The findings revealed that the sleep quality of the students is moderate. Meanwhile social support and basic psychological needs satisfaction were high. On the other hand, the behavioral regulation in exercise is moderate. Furthermore, social support and basic psychological needs satisfaction were highly correlated with behavioral regulation in exercise. Finally, in the best fit model, social support directly influences behavioral regulation in exercise. Sleep quality has an indirect influence on satisfaction with basic psychological needs. Also, satisfaction with basic psychological needs indirectly impacts social support. The best fitting model for behavior regulation in exercise was anchored on social support.

Keywords: *Physical education, sleep quality, social support, basic psychological need satisfaction, behavior regulation in exercise, path analysis, Philippines.*

Academic Resilience, Physical Education Attitude, and Sports Engagement of LGBT+ Students: An Explanatory Sequential Design

Eliseo V. Villaganas Jr.

This study determined the influence of Academic Resilience, Physical Education Attitude, and Sports Engagement of Lesbian, Gay, Bisexual, and Transgender (LGBT+) students in Region XII. The researcher used snowball sampling to identify the participants. Furthermore, a mixed-methods approach was employed using quantitative and qualitative data, specifically an explanatory sequential design. The researcher conducted in-depth interviews (IDI) and focus group discussions (FGD) using adapted and validated survey questionnaires to obtain the data. Results show that the levels of academic resilience, attitudes to physical education, and sports engagement were rated high among LGBT+ students. Moreover, there was a significant relationship between academic resilience and sports engagement, as well as between physical education attitude and sports engagement among LGBT+ students in Region XII. In an individual capacity, physical education attitude is an essential predictor of sports engagement. The combined influence of academic resilience and physical education attitudes as predictors of sports engagement was a good fit for the data in this study. The standpoint of the participants revealed their agreement with the relationship between academic resilience, physical education attitude, and sports engagement of LGBT+ students. The joint display revealed the confirming-merging nature of data integration.

Keywords: *Physical Education, academic resilience, physical education attitude, sports engagement, LGBT+ students, explanatory sequential design, Philippines*

MASTER IN BUSINESS ADMINISTRATION

Influencers of Employee Commitment among Hospitality Industry in Hinatuan, Surigao Del Sur

Vanriel G. Cabo

This research determined the influence of HRM practices and work motivation on employee commitment among the hospitality industries in Hinatuan, Surigao del Sur. The respondents were 200 employees who had worked for at least a year in various entities belonging to the hospitality industry in Hinatuan, Surigao del Sur, and were selected through a stratified random sampling technique. This study employed a descriptive-correlational design in describing the extent of HRM practices, motivation at work, and employee commitment, as well as the relationship between HRM practices and work motivation on employee commitment. Mean, Standard deviation, Person (r), and Multiple regression were the statistical tools used. Adapted survey questionnaires were utilized as the research instruments, and they were validated in the context of the study. The study revealed that the extent of HRM practices is high in terms of HR strategy and planning, job demands, recruitment and selection, performance evaluation, training and development, career progression, pay and benefits, HR analyses and reporting, HR special issues, HR information systems, and personnel administration, which are oftentimes observed. Additionally, the extent of work motivation is also high, as indicated in intrinsic motivation, identified, introjected, and external regulation, which were found to be evident. Moreover, employee commitment in terms of affective, continuance, and normative commitment is oftentimes demonstrated. The study established that HRM practices and work motivation influence employee commitment. Thus, the increase in HRM practices and motivation at work may also lead to increased employee commitment.

Keywords: *HRM practices, motivation at work, employee commitment, employee*

The Barriers to Business Growth of Micro Retail Enterprises in Nabunturan and Monkayo Districts of Davao De Oro

Lene Mark S. Caetano

Small businesses worldwide, including micro-retail enterprises (MREs), often encounter a range of challenges that hinder their growth and development. This study investigates the barriers to growth confronting MREs operating in Nabunturan and Monkayo Districts, Davao de Oro. Employing a quantitative descriptive-correlational research design, the researcher explored the relationship between various barriers and business growth indicators among MREs. The key factors examined include financial, organizational, external, social, legal, and institutional barriers. Using adapted questionnaires, 150 randomly selected executives of micro-retail enterprises were surveyed. Pearson r and regression analysis were used to analyze the data. The findings revealed that respondents experienced a moderate business decline in terms of employment, sales, and value in 2023 compared to 2022. They also recognized the moderate adverse effects of organizational, external, social, and legal/institutional factors on business growth. Financial, organizational, and social barriers are identified as significant impediments to business growth, collectively explaining 31.9% of the variance in growth outcomes. The results confirmed the Unicist Theory and the Liabilities of Smallness Theory, emphasizing the importance of tailored strategies to mitigate these barriers. Addressing these challenges can help support the sustainability and growth of MREs, thereby contributing to overall economic development.

Keywords: *Business Management, financial, organizational, external, social, legal, and institutional barriers, correlational, Nabunturan, Monkayo*

Unveiling the Lived Experiences of 5-6s Money Lenders: A Phenomenological Inquiry

April Mae T. Callo

This study aimed to uncover and understand the experiences of 5-6 money lenders in Kapalong, Davao del Norte. In-depth interviews were done with 10 purposively chosen money lenders. The gathered information was analyzed thematically. The participants' experiences encompass the struggle of collecting debt amortization and lack of working capital. Hence, they stressed the need for financial agreements, additional investment, efficiency & amiability, and aid through training, capital, and tax incentives. The results imply that government agencies may craft a program to improve the lending experiences of the money lenders and enhance the lending industry's overall quality.

Keywords: *Business management, micro-money lenders, plight, qualitative-phenomenological inquiry, thematic analysis, Philippines*

Predictors of Employee Resilience among Micro and Small Enterprises in Cateel, Davao Oriental, Philippines

Jade S. Cervantes

Employee resilience among micro and small enterprises (MSEs) is an emerging challenge for human resource management. This study aimed to determine how organizational climate and organizational innovativeness predict employee resilience. A quantitative correlational design was used with 250 MSE employees in Cateel, Davao Oriental, Philippines as respondents. Results showed that the organizational climate is often favorable, organizational innovativeness is often practiced, and employee resilience is often manifested. The findings indicate that employees within the organization possess strong adaptive coping skills and the ability to bounce back from challenges and setbacks effectively. The organizational climate and organizational innovativeness are significant predictors of employee resilience in their singular capacity. Notably, 45.3 percent of the variation in employee resilience can be explained by the combined influence of organizational climate and organizational innovativeness.

Keywords: *Human resource management, organizational climate, organizational innovativeness, employee resilience, descriptive-correlation, multiple regression, business management, Philippines*

Leadership Styles and Organizational Climate as Drivers of Employee Retention among Banana Corporations in Sto. Tomas, Davao Del Norte

Daisy S. Gabule

Retaining employees is essential for upholding organizational stability, cutting expenses associated with hiring new staff, and conserving institutional knowledge and experience. The purpose of this descriptive-correlational study was to determine which domain of leadership styles and organizational climate drives employee retention among the 344 employees of the banana corporations in Sto. Tomas, Davao del Norte. The researcher used the descriptive-correlational research design. Sets of adapted survey questionnaires were used in this study. Data were analyzed using descriptive and inferential statistics such as Pearson r and regression analysis. Results show that several leadership styles are manifested at all times, the organizational climate is favorable at all times and employee retention is very evident. In addition, transactional leadership, authoritative leadership, laissez-faire leadership, and organizational climate significantly correlate with employee retention. However, transformational leadership is not significantly correlated with employee retention. Interestingly, twenty-one percent of the variation in employee retention could be attributed to the combined influence of transactional leadership, authoritative leadership, laissez-faire leadership, and organizational climate.

Keywords: *Business management, leadership styles, organizational climate, employee retention, descriptive-correlation, multiple regression, Davao del Norte, Philippines*

Work-life Balance and Working Conditions as Predictors of Teachers' Job Satisfaction of Secondary Public Schools in Davao del Sur

Lenie Jean Cajegas-Gajera

Job satisfaction is critical in every organization in promoting employee well-being. It is necessary to assess employees' needs in the workplace because they play a vital role in the overall effectiveness of the organization. This study intended to determine the predictors of job satisfaction regarding work-life balance and working conditions of secondary public teachers in Davao del Sur, Philippines, since teaching is one of the most challenging professions in the service industry. This is a descriptive correlational study with 205 randomly selected teachers as respondents. Descriptive and inferential statistics were used. Results showed that the status of the work-life balance of the respondents is often manifested, which entails that they can manage their personal and professional lives. Moreover, public secondary schools have favorable working conditions, which explains that teachers have harmonious relationships with their superiors and colleagues that foster a positive work environment. Further, teachers' job satisfaction is high, implying that they are satisfied in their jobs and professions. Finally, work-life balance and working conditions significantly predict employees' job satisfaction. Furthermore, the regression model indicates that the combined influence of work-life balance and working conditions can explain 22.9 percent of the variation in job satisfaction.

Keywords: *Business Management, work environment, satisfaction, teachers, descriptive- correlation, regression, Davao del Sur, Philippines*

Shopping Orientation Domains as Influencers of Customer Loyalty on Online Shopping Platforms among Gen Y Consumers

Mary Apple D. Juayang

Customer loyalty is pivotal in ensuring sustained business success, fostering a consistent revenue stream, positive word-of-mouth, and a competitive edge. This study sought to determine the influence of shopping orientation domains and customer loyalty towards the online shopping platform among Gen Y consumers. The research used descriptive-correlational design. Two hundred respondents in the study were purposively Gen Y consumers actively involved in online shopping and are currently working with both academic and non-academic personnel of the private educational institutions in Midsayap, North Cotabato. Sets of adapted survey questionnaires that have undergone reliability and validity tests were used in this study. Data were analyzed using descriptive and inferential statistics such as Pearson r and regression analysis. Findings revealed that the status of the online shopping orientation among customers is generally manifested, while customer loyalty is also manifested. Furthermore, domains of online shopping orientation significantly correlate with customer loyalty. The study findings also disclosed that only novelty and recreation orientation as domains significantly influence customer loyalty. Fifty-seven percent of the variation of customer loyalty could be moderately to strongly characterized by the combined influence of the online shopping orientation domains.

Keywords: *Business management, customer engagement, creativity orientation, leisure orientation, customer retention, descriptive-correlation, multiple regression, North Cotabato, Philippines*

Status of Credit Card User's Behavior among the Regular Employees of a Holding Company in Davao City: Basis for Intervention Plan

Karen Joy S. Loreño

Comprehending the behavior of credit card users is crucial for creating efficient financial services and products, reducing risks, and encouraging customers to adopt responsible financial practices. The purpose of this study was to determine the significant difference in the credit card user's behavior among the employees of a holding company in Davao City, Philippines. A descriptive-comparative design was used in this study. The data were drawn from 300 credit card holder employees. Data was analyzed using Mean, Standard Deviation, T-test and ANOVA. The findings of the study revealed that the status of credit card behavior among respondents was favorable. The status of credit card user's behavior is comparable regardless of education, income and number of credit card. However, their behavior varies based on sex, age, years of employment and number of years using credit card. As an offshoot of the study, an intervention plan is geared in organizing seminars on credit card users about financial wellness that cover topics like budgeting, debt management, and credit card terms. Also, enhancing financial literacy and responsible credit card use via personalized financial planning, personal values-based programs, and instructional materials.

Keywords: *Human Resource Management, consumer credit behavior, socioeconomic profile, financial habits, descriptive-comparative, Davao City, Philippines*

Predictors of Sustainable Business Growth among Restaurant Businesses in Tagum City

Gelli Nanca

Ensuring Stability, High Quality, And Adopting New Technology Are The Challenges Dealing With The Restaurant Businesses In Tagumcity, Which Affect Their Future Growth. The Study Intended To Investigate The Predictors Of Sustainable Business Growth Among Restaurant Businesses In Tagum City. It Utilized A Descriptive-Correlational Research Design With 200 Restaurant Managers/Supervisors Of Selected Dining Restaurants In Tagum City. In Analyzing And Interpreting The Gathered Data, Mean, Standard Deviation, Pearson R, And Multiple Regression Were Used. Results Showed The Status Of The Strategic Quality Orientation Of The Restaurant Business In Tagum City Is Manifested. Meanwhile, The Level Of Technology Adoption And The Status Of Sustainable Business Growth In Tagum City's Restaurant Business Is Evident, Which Implies That Restaurant Businesses In Tagum City Are Implementing Successful Practices That Support Long-Term Sustainability In Terms Of Economic, Social, And Environmental Aspects. Furthermore, Findings Showed That Strategic Quality Orientation Significantly Predicts Sustainable Business Growth. The Regression Model Indicates That The Combined Influence Of Strategic Quality Orientation And Technology Adoption Can Explain The 19% Variation In Sustainable Business Growth.

Keywords: *Business Management, Strategic Quality Orientation, Technology Adoption, Sustainable Business Growth, Restaurant Industry, Tagumcity, Philippines*

Financial Management Practices, Work Culture, and Organizational Resilience among Retail Stores in Calinan District

Kissah A. Neri

Organizational environments are becoming complicated and unpredictable, increasing the susceptibility to disruptions of small businesses during crises and unexpected events. The study investigated the influence of financial management practices and work culture on organizational resilience. A quantitative study employing a descriptive correlational research design was utilized. The survey was conducted among 150 respondents randomly selected from various retail stores in Calinan District. The data was analyzed using mean, standard deviation, Pearson r , and regression analysis. The results revealed that retail stores' financial management practices, work culture, and organizational resilience were rated moderate. Further, the data indicated a positive correlation between financial management practices and organizational resilience, as well as between work culture and organizational resilience. The findings also uncovered that financial management practices and work culture significantly influence organizational resilience. The regression model exhibited that 70% of the variability in organizational resilience may be attributed to the combined influence of financial management practices and work culture.

Keywords: *Business management, financial management practices, work culture, organizational resilience, retail stores, regression analysis, Davao City, Philippines*

Trait Emotional Intelligence and Internal Communication Satisfaction as Regressors of Work Engagement among Food Service Staff in Davao De Oro

Feona Marie P. Perocho

Work engagement of employees contributes to the organization's envisioned profitability and sustainability. However, the level of enthusiasm and dedication of employees towards their work declined due to increasing workload. The study aimed to determine the influence of trait emotional intelligence, internal communication satisfaction, and work engagement. This study employed a quantitative approach with 200 food service staff in Davao de Oro as respondents, who were chosen through simple random sampling. Mean, standard deviation, Pearson-r, and multiple regression were used to analyze and interpret the gathered data. The results revealed that the level of trait emotional intelligence is manifested, the level of internal communication satisfaction is evident, and the status of work engagement is also evident. In addition, the result indicated a positive moderate relationship between trait emotional intelligence and work engagement and a positive, strong relationship between internal communication satisfaction and work engagement. Moreover, trait emotional intelligence and internal communication satisfaction could significantly influence work engagement. Further, internal communication satisfaction could have a greater influence on work engagement. This denotes that these factors are vital in increasing the work engagement of food service staff in Davao de Oro. Furthermore, forty-two percent of the variation in work engagement could be attributed to the combined influence of these factors. The result of this study conformed with the Job Demand-Resource Theory, which suggests that job demands and job resources primarily shape employee well-being and performance.

Keywords: *Business Management, descriptive-correlation design, regression, Davao de Oro, Philippines*

Empowering Leadership, Competencies, and Work Engagement among Administrative and Finance Personnel of State Universities and Colleges in Caraga Region, Philippines

Jay T. Punayan

In today's competitive and fast-paced work environment, fostering employee engagement is crucial. Various organizational challenges can lead to a decline in work engagement. This study aimed to determine how empowering leadership and employees' competencies could influence work engagement among administrative and finance personnel of State Universities and Colleges (SUCs) in the Caraga Region, Philippines. Data were collected from 213 randomly chosen administrative and finance non-teaching personnel from various SUCs. Mean, Standard Deviation, Pearson r , and Multiple Regression were used to analyze the data. The findings revealed that the status of empowering leadership and the level of employees' competencies of administrative and finance personnel in SUCs are very high, and their level of work engagement is high. Moreover, there are significant relationships between empowering leadership and work engagement and employees' competencies and work engagement. Additionally, when comparing the influence of empowering leadership and employees' competencies on work engagement, employees' competencies showed a stronger influence than empowering leadership. The combined influence of empowering leadership and employees' competencies on work engagement was found to be significant ($r^2 = 0.541$).

Keywords: *Human resource management, influencers of work engagement, correlation, regression, Philippines*

The Influence of Organizational Communication and Records Management on Work Engagement of Records Personnel

Ana Catherine B. Singgo

Employee engagement is crucial for organizational success, yet barriers such as workplace stress and disengagement prevent employees from attaining such. This study investigated the influence of organizational communication and records management on the work engagement of records personnel in higher education institutions (HEIs) in Davao City. The study utilized a descriptive-correlational design. A survey questionnaire was administered to 120 respondents who were purposively selected. Mean, standard deviation, Pearson's r , and multiple regression were employed to analyze the data collected. The results reveal that organizational communication is high and often favorable. The level of records management was also rated high, indicating it is frequently evident. Similarly, work engagement garnered a high rating, suggesting it is often satisfactory. The findings also disclose a significant relationship between organizational communication and work engagement, as well as records management and work engagement. Notably, only records management can significantly influence work engagement. It further suggests that 59.5 % of the variation in work engagement is explained by the combined influence of organizational communication and records management, as shown in the regression model.

Keywords: *Business Management, Work engagement, Organizational communication, Records management, Employee engagement, Higher education institutions (HEIs), Philippines*

MASTER OF ARTS IN EDUCATION MAJOR IN ENGLISH

English Language Anxiety and Motivational Orientation as Correlates of Communication Skills of Senior High School Students

Alberto Jr. C. Añover

The ability to express concepts and ideas in a convincing manner is an indicator of excellent communication skills. This study aimed to examine the possible correlation between English language anxiety, motivational orientation, and communication skills of senior high school students. To determine the significance of the relationship of the variables, quantitative research employing a descriptive correlational design was utilized. The senior high school students were the respondents coming from three schools in Davao City who were selected through purposive quota sampling. The data collection involved the administration of an adapted and validated questionnaire to assess the English language anxiety, motivational orientation and communication skills. The findings of the study revealed that there is no significant relationship between English language anxiety, motivational orientation, and communication skills. These findings implied that language anxiety and motivational orientation could not affect the communication skills of the students.

Keywords: *Education, English language anxiety, motivational orientation, communication skills, quantitative method, descriptive correlational design, Philippines*

Influence of Language Skills and Communication Apprehension to the Communicative Competence of Grade 11 Students

Rio B. Alinsub

This study aimed to determine the significance of the influence of language skills and communication apprehension on communicative competence. Further, this study utilized a quantitative research particularly descriptive correlational design. Three adapted and - validated questionnaires were used to gather the data. Through simple random sampling, Grade 11 students served as the respondents distributed proportionally from two public schools in the municipality of Asuncion and the municipality of New Corella, Davao del Norte. Mean, standard deviation, Pearson r product moment correlation coefficient, and multiple linear regression analysis were the statistical tools used to analyze. Results revealed that language skills significantly influenced communicative competence. This result implied that as students demonstrate higher proficiency in language skills, there is a concurrent improvement in their overall communicative competence. Added on, this study also showed that communication apprehension did not significantly affect communicative competence.

Keywords: *English, communicative competence, communication apprehension, language skills, quantitative, descriptive, correlational, Philippines*

Self-Regulated Learning Strategies and Reading Interest Contingencies as Predictors of Reading Self-Efficacy among Senior High School Students

Nova S. Austria

Reading self- efficacy plays a crucial role in the academic development of the students as it significantly shapes their reading habits and attitudes towards reading-related tasks. Thus, fostering and nurturing reading self-efficacy is important in promoting effective literacy development. This study determined the significance of the influence of self-regulated learning strategies and reading interest contingencies on reading self-efficacy of senior high school students. The researcher employed a quantitative, descriptive correlational research design. The respondents were Grade 11 senior high school students selected from three public secondary schools in Davao Del Sur, using a stratified random sampling technique . Specifically, three sets of adapted and validated questionnaires were used to gather data. Statistical analysis included mean, standard deviation, Pearson product moment correlation, and multiple linear regression analysis. The findings of the study revealed that the Grade 11 senior high school students- have a high level of self-regulated learning strategies; high level of reading interest contingencies and high level of reading self-efficacy. Additionally, the results revealed that both self regulated learning strategies and reading interest contingencies significantly influenced reading self-efficacy of senior high school students.

Keywords: *Education, reading self-efficacy, self-regulated learning strategies, reading interest contingencies, senior high school students, descriptive correlational, Philippines*

Second Language Acquisition, Learning of English, and Classroom English Proficiency of Private Senior High School Students

Angel Grace L. Dayola

It is essential to understand the relationship between second language acquisition (SLA) and learning of English, and how these elements contribute to classroom English proficiency. This quantitative study employed a descriptive correlational design to determine the significance of influence of second language acquisition and learning of English on classroom English proficiency among private senior high school students in Davao City. The researcher purposively selected the respondents using simple random sampling technique. The researcher adopted survey questionnaires to assess second language acquisition, learning of English, and classroom English proficiency. Data analysis involved calculating the mean, standard deviation, Pearson product correlation coefficient (r), and conducting multiple linear regression analysis. The results indicated that the levels of second language acquisition, learning of English, and classroom English proficiency were all rated as high. Notably, the study revealed a significant and positive correlation between the second language acquisition and classroom English proficiency, as well as between learning of English and classroom English proficiency. The findings underscored the significant impact of both individual and combined predictors. In addition, the learning of English is the best predictor among the two independent variables. Thus, second language acquisition and learning English, independently and collectively influenced significantly on classroom English proficiency among the private senior high school students.

Keywords: *acquisition, proficiency, learning, English, qualitative, correlational, Philippines*

Influence of Beliefs about Language Learning and Metacognitive Awareness of Reading Strategies on Student Course Cognitive Engagement in English among Public Senior High School Students in Davao City

Marisol P. Herrera

The study determined the significant influence of beliefs about language learning and metacognitive awareness of reading strategies on the student course cognitive engagement in English among public senior high schools in the Division of Davao City. The researcher employed tQuantitative Non-Experimental Design using Correlational Design Technique and Regression Analysis. The study revealed that the levels of beliefs about language learning, metacognitive awareness of reading strategies, and student course cognitive engagement in English of senior high school students are all high. The result underscores the importance of fostering a supportive learning system that encourages and sustains students' interest in English language education. Also, it was found that there is a significant relationship and influence between beliefs about language learning as well as metacognitive awareness of reading strategies with student course cognitive engagement in English. By understanding the impact of the variables, educators played a crucial role in designing effective language learning programs and interventions that promote positive beliefs, enhancing metacognitive skills, and create a conducive learning environment that encourages participation and deep language learning among students.

Keywords: *English, education, language learning beliefs, metacognitive awareness, reading strategies, course cognitive engagement, Philippines*

Creativity Nurturing Behavior and Communicative Adaptability of Teachers as Determinants Of Student Engagement in English Among Public Junior High Schools

Flosabel S. Juban

Student engagement is an important aspect in the academic success of the students for it holds together all aspects of student learning and growth. This study investigated the significance of influence of creativity nurturing behavior and communicative adaptability of English teachers on student engagement in English among the public junior high schools. Using a quantitative, particularly descriptive correlational design, data were collected from junior high school students as respondents in Davao del Sur, Philippines, during the school year 2023–2024. The respondents of the study were selected using Stratified Random Sampling technique and three adapted and validated questionnaires were utilized to gather the data. The statistical analysis used included mean, standard deviation, Pearson-product moment correlation, and multiple linear regression analysis. The findings revealed that the level of creativity nurturing behavior was rated very high which involved abstraction, inquisitiveness, motivation, and critical thinking. Similarly, the level of communicative adaptability of their English teachers was rated high, particularly in social composure, appropriate disclosure, wit, and articulation. Further, it was found out that the level of student engagement in English across cognitive, affective, behavioral, and social dimensions was rated high. Multiple linear regression analysis indicated a significant positive relationship between creativity nurturing behavior, communicative adaptability and student engagement in English. Furthermore, creativity nurturing behavior and communicative adaptability significantly influenced student engagement in English. These results underscore the importance of fostering creativity and flexibility among English teachers to enhance student engagement and overall performance in English education.

Keywords: *Education, creativity nurturing behavior, communicative adaptability, student, engagement, teacher engagement, descriptive correlational, Davao Del Sur, Philippines.*

Language Attitude Toward Learning English, English Language Learner Motivation, and Listening Styles of Indigenous Students

Frances Grace S. Labajo

This study determined the significance of the influence of language attitude toward learning English, English language learner motivation on listening styles of indigenous students. The study employed a quantitative research particularly descriptive correlational design conducted in Matanao, Bansalan and Magsaysay municipalities, province of Davao del Sur. The study involved public high school students as respondents using a proportional-stratified sampling technique. Further, adapted and validated questionnaires were utilized to gather the data. Results revealed that the level of language attitude toward learning English of indigenous students was assessed as high. Furthermore, the level of English language learner motivation was also rated as high. Moreover, the level of listening styles of the indigenous students in the municipalities were rated as high. In addition, the relationship between attitude toward learning English and listening styles was significant, as well as the relationship between language learner motivation and listening style. Likewise, the attitude toward learning English and language learner motivation significantly influenced listening styles. Added on, language learner motivation was considered the best predictor of the listening styles among the indigenous students in the study.

Keywords: *Education, language attitude, English learner motivation, listening styles, indigenous students, descriptive correlational, Davao del Sur, Philippines*

English Language Exposure and Learning of English as Predictors of Oral Performances among Senior High School Students

Deo Benidict E. Ramos

This research established the significant influence of the English Language Exposure and Learning of English as Predictors of Oral Performances among senior high school students. The researcher utilized quantitative descriptive-correlational design, which included 250 respondents from three secondary public schools in Davao Oriental through stratified random sampling. The statistical tools used were weighted mean, standard deviation, and Pearson-r moment correlation. The findings revealed that the senior high school students' English language exposure in terms of home, friends, school, and social media is at moderate level. It was found out that learning of English in terms of improving the general level of English, vocabulary learning, studying grammar, reading in English, writing in English, and speaking in English have a high level. Furthermore, the senior high school students' oral performances in terms of grammar, vocabulary, fluency, and pronunciation is at high level. Moreover, the correlation of the English language exposure, learning of English and Oral Performances is not significant. Therefore, no correlation is found between the English language exposure and Oral Performances of senior high school students, and between the learning of English and Oral Performances of senior high school students.

Keywords: *Education, English, Language Exposure, learning of English, oral performances, quantitative research, Davao Oriental, Philippines.*

Multidimensional Perfectionism and English Language Self Efficacy in Relation to the English Academic Achievement of the Special Program in Foreign Language

Jan Abigail D. Refuerzo

The study aimed to determine whether there is a significant influence of students' multidimensional perfectionism and English Language self-efficacy to the English Academic Achievement of students in the Special Program in Foreign Language. The study employed quantitative research design using the descriptive-correlational method. The respondents were 137 Grade 7 SPFL students in Davao City for the school year 2022- 2023. The study utilized stratified random sampling procedure with proportional allocation to obtain a sampling frame. Sets of adapted questionnaires were used as instruments to gather information from the respondents. Data were analyzed using Mean, Descriptive level, Standard Deviation, and Pearson-r Product Moment Correlation Coefficient. Meanwhile, Multiple Regression Analysis was used to explain the relationship between the two independent variables and the dependent variable. The results revealed that the level of students' Multidimensional Perfectionism specifically in Self-Oriented Perfectionism and Other-Oriented Perfectionism was moderate which means it is sometimes manifested. Meanwhile, the level of students' English Language Self-Efficacy across all indicators was high. Moreover, students' level of Academic Achievement in English was Very Satisfactory. Lastly, the findings of the study showed a significant relationship between Multidimensional Perfectionism and SPFL students' Academic Achievement in English.

Keywords: *Multidimensional perfectionism, self-efficacy, academic achievement, foreign language, Philippines*

Affective Filter and Personality Traits as Determinants of English Proficiency of Grade 5 Pupils in Davao City

Maesan L. Romero

This quantitative study employing descriptive correlational design sought to determine the significance of the relationship between affective filter, personality traits and English language proficiency of Grade 5 learners in Tugbok District, Davao City. Validated and adapted questionnaires on affective filter, personality traits, and English proficiency were used as tools to gather the data. The respondents were chosen using the stratified random sampling technique. The statistical tools used to analyze the data were mean, standard deviation, Pearson product-moment correlation coefficient. , The results revealed that the level of affective filter, personality traits and English proficiency were all rated as high. Further, it was found that there was no significant relationship between affective filter and personality traits to the English proficiency of the Grade 5 learners.

Keywords: *Education, English, proficiency, affective filter, personality traits, teacher education students, quantitative, descriptive correlation, Philippines*

Vocabulary Learning Strategies, Attitudes Towards Learning English Language, and Writing Self-efficacy of Senior High School Students

Christine Jill Sedoriosa

Writing self-efficacy is crucial to successfully completing writing tasks, as it motivates active engagement in learning and practicing writing skills. This quantitative study particularly descriptive correlational design determined the significance of the influence of vocabulary learning strategies and attitudes towards learning English language on writing self-efficacy among senior high school students. Stratified random sampling was employed in determining the respondents among the Grade 11 students from the three distinct public senior high schools situated in the third district of Davao City. This research used adapted and validated questionnaires to gather the data. Further, the statistical tools employed included mean, standard deviation, Pearson r , and multiple linear regression analysis. The findings indicated that the respondents exhibited high level of vocabulary learning strategies, high level of attitudes towards learning English, and high level of writing self-efficacy. Furthermore, findings revealed that both vocabulary learning strategies and attitudes towards learning English language significantly influenced writing self-efficacy of Grade 11 senior high school students.

Keywords: *Education, vocabulary learning strategies, attitudes towards learning English language, writing self-efficacy, senior high school students, quantitative, descriptive correlational, Davao City, Philippines*

Self-Regulated Motivation, English Self-Efficacy, and Attitudes towards English Language of College Students

Josephine B. Toyongan

One of the major issues in foreign language learning today is on the attitudes of students towards English language since learning the English language appears to be difficult for students. This quantitative study employing particularly descriptive correlational design aimed to determine the significance of the influence of self-regulated motivation and English self-efficacy on attitudes towards English among college students in Davao City. The research used validated and adapted survey questionnaires and statistical tools such as mean, standard deviation, Pearson r , and multiple linear regression analysis. Further, stratified random sampling was used to select college students in Davao City as the respondents. The results revealed that the level of self-regulated motivation was rated high. Furthermore, the level of English self-efficacy was rated very high. Likewise, the status of attitudes towards English language was rated high. , . Moreover, a significant relationship existed between self-regulated motivation, English self-efficacy, and attitudes towards English language. Similarly, both self-regulated motivation and English self-efficacy significantly influenced attitudes towards English language.

Keywords: *Self-regulated motivation, English self-efficacy, attitudes towards English language, quantitative, descriptive correlation, Davao City, Philippines.*

Academic Self-Efficacy and Social Media Usage in Relation to the Critical Thinking Disposition of Senior High School Students in Learning English

Josseth L. Vonag

Student development necessitates critical thinking disposition which is marked by attributes like inquisitiveness, open-mindedness and logical skills but it is usually hindered by the traditional teaching methods. This study utilized a quantitative research method, employing descriptive correlational design which aimed to explore the significance of the influence of academic self-efficacy and social media usage on critical thinking disposition. Stratified random sampling was used in determining the total population and selection of the respondents among the Senior High School students from three public high schools in Samal Island. Data was collected through an adapted and validated survey questionnaire assessing academic self-efficacy, social media usage, and critical thinking disposition. Findings revealed high levels of academic self-efficacy social media usage and critical thinking disposition (. Academic self-efficacy and social media usage were significantly correlated with critical thinking disposition, , Regression analysis indicated that both academic self-efficacy and social media usage significantly influenced critical thinking disposition. This study emphasized the need for educational strategies that enhance the academic self-efficacy of the students and integrate it with social media for educational purposes. The implications of this study extend to educators and policymakers, emphasizing the importance of promoting critical thinking through comprehensive, interactive teaching styles and the strategic use of social media to prepare students for the complex challenges of our world.

Keywords: *Education, English, academic self-efficacy, social media usage, critical thinking disposition, quantitative, descriptive correlation, Samal Island, Philippines*

MASTER OF ARTS IN EDUCATION MAJOR IN MATHEMATICS

Self-Regulation, Emotional Intelligence, and Mathematics Achievement of Junior High School Students

Frile Ann R. Bacog

Self-regulated math students intentionally monitor and manage their learning to effectively meet their academic goals. This study aimed to determine whether self-regulation and emotional intelligence predict the mathematics achievement of Grade 8 students. A quantitative design using the descriptive correlation method was utilized in the research. Using adapted questionnaires, the researcher assessed the self-regulation level, emotional intelligence level, and mathematics achievement level of the students. Data were gathered from Grade 8 students at selected secondary public schools in Davao City, Philippines. These data were analyzed using the mean, standard deviation, Pearson product-moment correlation, and multiple regression analysis. The results showed that both the level of self-regulation and the level of emotional intelligence of the students were very high. In contrast, the students' mathematics achievement was high. Both self-regulation and emotional intelligence among students exhibit a positive correlation with mathematical achievement. Moreover, students' self-regulation and emotional intelligence yielded a significant relationship to their mathematics achievement. Additionally, the mathematics achievement of Grade 8 students was significantly influenced by the self-regulation and emotional intelligence of students.

Keywords: *Education, mathematics, self-regulation, emotional intelligence, mathematics achievement, descriptive-correlation, Philippines*

Grit, Expectancy-Value-Cost Motivation, Self-Regulated Learning and Mathematics Anxiety of Senior High School Students

Shawn C.J. A. Colman

Math anxiety represents a significant and complex challenge for many students, negatively impacting their confidence, motivation, and overall learning experience in mathematics. This study determined the considerable influence of grit, expectancy-value-cost motivation, and self-regulated learning on the mathematics anxiety of senior high school students. The study employed a quantitative approach in its research design, which was precisely a descriptive correlational method. The respondents were public Grade 11 students in the Municipality of Sta. Maria. Moreover, adapted and pilot-tested questionnaires for each variable of interest were utilized in data gathering. Mean, standard deviation, Pearson product-moment correlation, and multiple regression analysis were employed in the data analysis. It was shown that the respondents exhibited high levels of grit, expectancy-value-cost motivation, self-regulated learning, and low levels of mathematics anxiety. In addition, the study revealed a significant negative relationship between grit, expectancy-value-cost motivation, self-regulated learning, and mathematics anxiety. Furthermore, the combined influence of grit, expectancy-value-cost motivation, and self-regulated learning significantly influenced the mathematics anxiety of senior high school students.

Keywords: *Grit, expectancy-value-cost motivation, self-regulated learning, mathematics anxiety, public senior high school students, descriptive-correlation, Philippines*

A Path Analysis of Grit and Math Anxiety on Teacher Efficacy

Arnie Boy O. Guitgut

Math anxiety is associated with poorer performance in math classes. It can hinder academic achievement and interfere with daily tasks. The study determined the influence of grit and math anxiety on the efficacy of public elementary teachers in Davao City. Also, it aimed to find out the best-fit model that would explain the teacher efficacy of elementary teachers. Purposive sampling was used to identify the study respondents. Moreover, adapted and pilot-tested questionnaires were utilized to obtain the data. Mean, standard deviation, Pearson product-moment correlation, multiple regression analysis, and path analysis were employed in the data analysis. The results revealed that elementary teachers have very high levels of grit and teacher efficacy but low levels of math anxiety. In addition, grit had a positive relationship with teacher efficacy, while math anxiety had a negative relationship with teacher efficacy. Further, grit and math anxiety significantly predict the effectiveness of elementary teachers. The hypothesized model was not a good fit to explain public elementary teachers' teacher efficacy. Hence, a respecified model showing the direct and indirect effects of grit on teacher efficacy through math anxiety acting as a mediator was found to be the best-fit model for the teacher efficacy of public elementary teachers.

Keywords: *Education, public elementary teachers, grit, math anxiety, teacher efficacy, path analysis, Philippines*

Academic Resilience and Attitudes Towards Mathematics as Predictors of Critical Thinking Disposition Among Private Senior High School Students

Alenjun B. Mensis

Critical thinking in mathematics is strongly tied to students' resilience and attitudes. Resilience helps them overcome challenges, while positive attitudes, such as valuing math, reinforce their resilience and encourage critical thought. This study determined the influence of academic resilience and attitudes towards mathematics on students' critical thinking disposition. A quantitative research design using the descriptive-correlational method was employed. The respondents comprised senior high school students selected from private institutions in Davao City. Adapted questionnaires were used to obtain information from the respondents. Mean, standard deviation, Pearson product-moment correlation, and multiple regression analysis were used for the data analysis. The findings revealed that the level of academic resilience, attitudes towards mathematics, and the level of critical thinking disposition of students were high. Correlation analysis showed that academic resilience and attitudes towards mathematics were significantly related to critical thinking disposition. Furthermore, academic resilience and attitudes toward mathematics significantly influenced the critical thinking disposition of senior high school students.

Keywords: *Education, academic resilience, attitudes towards mathematics, critical thinking disposition, senior high school students, descriptive-correlation, Philippines*

Academic Support, Study Process, and Student Engagement in Mathematics of Junior High School Student

Janneth A. Otadoy

Student engagement plays a pivotal role in acquiring mathematical skills and knowledge. A decline in students' engagement at school would harm their ability to learn mathematics. This study aims to identify the significant influence of academic support, study process, and student engagement in mathematics on junior high school (JHS) students. A quantitative research design employing the descriptive-correlational method was used. The respondents were JHS students in chosen DEPED schools in Davao City. Adapted questionnaires were used to obtain information from the respondents. Mean, standard deviation, Pearson product-moment correlation, and multiple regression analysis were used for the data analysis. The findings revealed that the level of academic support and study process, deep learning approach, and student engagement were high, and the level of the study process and surface learning approach was moderate. Correlation analysis revealed that academic support and study process were significantly related to student engagement. Furthermore, there was a significant combined influence of academic support and study process on the student engagement in mathematics of junior high school students. Academic support for junior high school students is often evident, emphasizing that teachers, peers, and parents helped them in their studies. A deep learning approach is often used, indicating that students work hard to understand the subject matter thoroughly. A surface learning approach is sometimes used, showing that students sometimes exert minimal effort and aim to pass. Student engagement is often observed, implying that students enjoy and are actively involved in their math studies.

Keywords: *Education, mathematics, academic support, study process, student engagement, junior high school students, descriptive-correlation, Philippines*

Social-Emotional Competence, Attitude, and Academic Achievement In Mathematics of Grade 7 Students

Jennifer B. Sabellano

Students' social-emotional competence and their attitudes toward mathematics are intertwined and influence their academic achievement in mathematics. The study aimed to determine whether social-emotional competence and attitudes of students toward mathematics predict the academic achievement of Grade 7 students. A quantitative research design using the descriptive-correlational method was employed. The respondents of the study were secondary public school students in Davao City. Sets of adapted questionnaires were used to obtain information from the respondents. Mean, standard deviation, Pearson product-moment correlation, and multiple regression analysis were used to analyze the data. Results of the study revealed that the level of social-emotional competence and students' attitudes were rated very high, which indicates that it was always evident. The student's academic achievement level in mathematics was rated high, which indicates that the student demonstrated a high level of achievement. The relationship between the three variables further demonstrated that social-emotional competence and students' attitudes are significantly related to their academic achievement in mathematics. Furthermore, students' social-emotional competence and attitudes significantly influenced academic achievement in mathematics.

Keywords: *Education, mathematics, social-emotional competence, attitudes, academic achievement in mathematics, descriptive-correlation, Philippines*

Computer-Based Instruction and Mathematics Achievement of Senior High School Students in Statistics and Probability

Rovilyn Jane G. Songcat

Excel can automate complex calculations, freeing students to focus on problem-solving strategies rather than manual computation. This study aimed to determine the effectiveness of computer-based instruction through Microsoft Excel on the mathematics achievement of senior high school students in the selected topics in statistics and probability. Employing the quasi-experimental design, the researcher conducted the pre-test and post-test on purposively selected Grade 11 students in one of the private schools in Cabantian, Davao City, using the 35-item validated questionnaire. The control group utilized the prevailing method, and the experimental group utilized computer-based instruction through MS Excel. The mean, standard deviation independent, and dependent samples t-tests and effect size were used to analyze and interpret the data. The pre-test results showed that both the control and experimental groups had the same level of achievement; the control group had fairly satisfactory achievement, while the experimental group did not meet expectations. However, the post-test results showed a significant difference in students' achievement when taught using the prevailing method; they still performed better using computer-based instruction. The results of this study revealed that computer-based instruction through MS Excel successfully increased students' achievement in selected topics in statistics and probability.

Keywords: *Education, mathematics, computer-based instructions, statistics and probability, achievement, quasi-experimental, Philippines*

MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION

Body Mass Index, Physical Activity and Self-esteem among Junior High School Students

Irene Princess Amimita-Baldestamon

This research investigated the relationship between the Body Mass Index (BMI), physical activity, and self-esteem of Junior high school students in Davao City, Region XI, Philippines. A quantitative descriptive correlational design was employed to determine the BMI classifications and physical activity levels in various settings, and the dimensions of self-esteem among Junior high school. Findings showed that most students have a normal BMI. Physical activity was reported to be moderate. The level of self-esteem was high. While no significant relationship manifested between BMI and self-esteem, a positive correlation was uncovered between physical activity and self-esteem. BMI did not influence self-esteem, however, physical activity did influence self-esteem.

Keywords: *Physical education, quantitative, body mass index, physical activity, self-esteem, junior high school, Davao-Philippines*

Inclusive Teaching Practices and Differentiated Instruction in Physical Education as Determinants of Basic Psychological Needs of College Students Among Higher Education Institutions

Lester B. Biscayno

This study aimed to determine the inclusive teaching practices and differentiated instruction in physical education as determinants of the basic psychological needs of college students among higher education institutions. The research employed a descriptive correlational design to gather data from the college students in Davao City. Statistical tools used were the mean, standard deviation, Pearson-r correlation and regression analysis. Findings revealed that inclusive teaching practices, differentiated instruction, and basic psychological needs of college students in physical education are high. A significant relationship was also found between inclusive teaching practices and psychological needs as well as with differentiated instruction and psychological needs. Moreover, the inclusive teaching practices and differentiated instruction of PE teachers significantly influenced the basic psychological needs of the students.

Keywords: *Physical education, Inclusive teaching practices, differentiated instruction, basic psychological needs, descriptive correlation, Philippines.*

Explicating the Lived Experiences of Local Sports Coaches amidst the Covid-19 Pandemic: A Phenomenology

Marwin Gel B. Mamburam

Sports coaches are responsible for training athletes in a sport by analyzing their performances, instructing them in relevant skills, and by providing encouragement (Lisinskienė, 2016). In the study of Battaglia (2022) it was noted that sports coaches faced numerous challenges, including adapting coaching methods, insufficient support, and health concerns. This study aimed to explore the lived experiences of the local sports coaches in Davao City amidst the CoVid19 pandemic. This research is qualitative in nature employing particularly a phenomenological design. The coaches were purposively chosen and interviewed through in-depth interview and focus group discussion using a validated interview guide questionnaire. Thematic analysis was utilized to draw the emergent themes from the responses of the participants. The themes derived on the lived experiences of the local sports coaches include experiencing emotional unrest, fueled by passion for the game, encouraging support system and witnessing effects of restrictions. As for the coping mechanisms, essential themes that emerged were taking care of one's health and taking initiatives for training. As for the insights of the participants, the themes extracted were intensifying community engagement, strengthening family values, and highlighting innovations and resiliency. This study implies at the time of COVID-19, what kept the local sports coaches overcoming the challenges was their efficiency and their trust in God's providence. It is important to have capacity building for all sports coaches to address the coaching needs especially on the use of online modality.

Keywords: *Local sports, covid-19, lived experiences, phenomenology, sport coaches, davao city, Philippines*

Motivation, Job Satisfaction, and Teaching Effectiveness of Physical Education Teachers

Mariel Jam A. Marquez

This study delved into the dynamics of motivation, job satisfaction, and teaching effectiveness among Physical Education (PE) teachers with the use of descriptive correlational methods in quantitative research. A purposive quota sampling was used for selecting elementary and secondary public school PE teachers as the respondents of this research. Three adapted questionnaires, validated by experts and reliability tested, were used in the data gathering of this study. Mean, Standard Deviation, Pearson r , and Regression Analysis were utilized as statistical tools. Results revealed that the levels of motivation, job satisfaction, and teaching effectiveness of PE teachers are very high. Notably, a significant and positive strong relationship was unveiled between teacher motivation, job satisfaction, and teaching effectiveness. This implies that as job satisfaction increases among physical education teachers, their teaching effectiveness also significantly improves. Moreover, Regression Analysis results showed that both motivation and job satisfaction were predictors of teaching effectiveness among PE teachers. This means that every increase in motivation and job satisfaction has a corresponding increase in the teaching effectiveness among public elementary and secondary school PE teachers. When teachers are motivated and satisfied, they approach their teaching with enthusiasm, dedication, and purpose, thus, contributing to the continued improvement in instructional practices and the creation of a positive learning environment. Also, this finding has significant implications for school administrators, particularly teachers, as it suggests that developing effective teaching styles and strategies can positively impact student engagement and motivation during the teaching- learning process.

Keywords: *Physical education, quantitative, teacher motivation, job satisfaction, teaching effectiveness, physical education teachers, Philippines*

Body Image, Eating Habits, and Motivation of Students Toward Physical Activity

Jegger P. Mata

Motivation plays a significant role in promoting and sustaining physical activity. However, most students need more motivation for physical activity despite the health benefits they gain from participating in and encouraging physical activity. This descriptive-correlational research aimed to determine the influence of body image and eating habits on motivation toward physical activity. The sample comprised 224 Grade 12 senior high school students in Sta. Maria District, Division of Davao Occidental. This study adapted and used three research instruments to determine the level of body image, eating habits, and motivation toward physical activity of the students. The results showed that the Grade 12 senior high school students had high levels of body image, eating habits, and motivation toward physical activity. Additionally, findings revealed that body image and eating habits significantly relate with motivation towards physical activity among Grade 12 students. Lastly, the results indicated that body image and eating habits significantly influence motivation towards physical activity. Findings further showed that both independent variables correspond to a specific increase in motivation towards physical activities. Additionally, body image significantly influence students' motivation towards physical activities compared to eating habits. It implies that students who highly appreciate their body appearance and know about eating nutritious food are more likely to be motivated to participate in physical activities. Moreover, students with high body image are more likely to engage in physical activities than those with high eating habits.

Keywords: *Physical Education, body image, eating habits, motivation, students, descriptive-correlational, Philippines*

Predictors of Individual Work Performance among Physical Education Teachers in Cotabato Province, Philippines

Lara Ivanah C. Nadela

Teaching is a challenging profession, with high demands and expectations on students' academic achievement and social and emotional development. Unsatisfactory teacher performance is a major obstacle for school administrators, as it can negatively impact staff credibility and disrupt work. This study determined the influence of self-efficacy and job satisfaction on individual work performance among physical education teachers in Cotabato Province. The researcher used a quantitative descriptive correlational research design, and adapted questionnaires were administered to purposively chosen respondents. Descriptive and inferential statistical tools were used. Results revealed that Physical education teachers demonstrate high self-efficacy, enabling them to improve instruction, innovate, process knowledge effectively, anticipate unexpected events, and regularly evaluate their teaching activities. Also, they report high job satisfaction, fostering cooperation, good working conditions, responsibility, and support from school administration, ensuring security and recognition. Moreover, they demonstrated high individual work performance, completing tasks on time, taking on challenges, taking on extra responsibilities, and maintaining a positive attitude. Self-efficacy and job satisfaction significantly impact on individual work performance, with teachers with strong skills being more likely to succeed due to willingly taking on challenging tasks and persevering in adverse situations. Finally, the combined influence of independent variables, self-efficacy, and job satisfaction on individual work performance was significant.

Keywords: *Human Resource Management, self-efficacy, job satisfaction, correlational, Philippines*

Grit and Situational Motivation in Physical Education as Influencers of Leisure Activity Participation among College Students

Kara Angela E. Opiso

This descriptive-correlational study aimed to assess the influence of grit and situational motivation in physical education on the leisure activity participation of college students in selected public colleges and universities in the Province of Bukidnon, Region X, Philippines. Three instruments were adapted to measure the levels of grit, situational motivation in physical education, and leisure activity participation. The collected data was analyzed and interpreted using descriptive and inferential statistics. The findings indicated that the college students exhibited high levels on grit situational motivation in physical education, and leisure activity participation. Additionally, a significant relationship was found between grit, situational motivation in physical education, and leisure activity participation. Moreover, the results demonstrated that grit and situational motivation in physical education significantly influence leisure activity participation. These findings have practical implications for educators and policymakers, suggesting the need for interventions that promote grit and situational motivation in physical education to enhance leisure activity participation among college students.

Keywords: *Education, grit, situational motivation, physical education, leisure activity participation, descriptive-correlational, Philippines.*

Determinants of Academic Performance of Junior High School Students

Jeamar L. Parantar

This study determined the influence of attitude on physical activity on the academic performance of Grade 9 public junior high schools in Tugbok District, Davao City, Philippines. Cluster sampling was used to select the respondents from participating schools in Davao City. An adapted questionnaire for the variables--attitude and status of physical activity, while grade point average (GPA) in students' grades was used to measure their academic performance. A quantitative descriptive correlation research design was also used. The statistical tools were mean, standard deviation, Pearson-r, and multiple regression analysis. Results showed that attitude in physical activity is high while status in physical activity is moderate. The academic performance is very satisfactory. There is a significant relationship between physical activity and academic performance. However, there is no significant relationship between attitude and academic performance. Attitude and physical activity significantly influence academic performance. In a singular capacity, attitude, as compared to physical activity, has more influence on academic performance.

Keywords: *Education, Physical activity, attitude, academic performance, quantitative descriptive correlational, Philippines*

Travails of Physical Education Teachers in Assessing Performance Task of the Students in the New Normal Education: A Phenomenology

Johara M. Sabpa

This phenomenological study explored the physical education teachers real- world experiences when evaluating the students' performance tasks. Seventeen physical education teachers from specific public secondary schools in the Cotabato City division participated in this research. These teachers were subjected to evaluating students' performance tasks during the conduct of new normal learning and were chosen through purposive sampling method. Semi-structured interview guide questions were employed to collect data during in-depth interviews and focus group discussions. Thematic analysis was used to identify the recurrent core ideas in the participant responses, which include essential themes such as difficult evaluation, alternative mode of assessment, task- performance satisfaction, unfulfilled expectations and resource barriers. The participants coped by being adaptive to resources, customized approaches, digital and parental engagement and activity modification. Furthermore, participants shared their insights on the benefit of the academe and the community by educational collaboration, resource and equitable assessment and professional commitment.

Keywords: *Physical education, assessment, performance tasks, new normal education, phenomenology, Philippines*

Engagement, Attitude Towards Physical Activity and Psychological Well-Being of Senior High School Students

Philip John P. Villotes

Low psychological well-being is increasingly common among students in educational institutions, which usually comes from additional academic responsibilities and adjusting to a new social and educational environment. With this issue, this study aimed to determine the level and relationship of students' engagement, attitude towards physical activity, and psychological well-being among Senior High School students. The study utilized a quantitative descriptive-correlational design using a stratified random sampling method from three identified schools in Malita North District, province of Davao Occidental. Mean, standard deviation, Pearson correlation coefficient, and multiple regression analysis were used for the data analysis. The results showed high student engagement, attitude towards physical activity, and psychological well-being. Moreover, the combined influence of students' engagement and attitude towards physical activity on psychological well-being is significant.

Keywords: *Physical education, student engagement, attitude towards physical activity, psychological well-being, senior high school, descriptive-correlation, Philippines*

MASTER OF ARTS IN EDUCATIONAL MANAGEMENT

Leadership Styles, Work Environment, and Job Satisfaction among Public Elementary School Teachers

Leonilyn Khris L. Abarecio

This study investigated the influence of leadership styles and work environment on job satisfaction among public elementary school teachers. Quantitative method, specifically descriptive-correlational research design, was employed. Sets of adapted and expert-validated questionnaires were used to obtain data from the respondents. Respondents involved in this study were public elementary school teachers across the three big schools in Compostela and Davao de Oro. The statistical tools used in this study were the mean, standard deviation, Pearson product-moment correlation, and multiple linear regression analysis. The findings of the study revealed that the level of leadership styles was very high. The level of work environment was very high, the same as the level of job satisfaction. Further, the study found a significant positive correlation between leadership styles and job satisfaction and an even stronger correlation between work environment and job satisfaction. However, while leadership styles alone did not significantly predict job satisfaction, the work environment emerged as a critical predictor.

Keywords: *Education, leadership styles, work environment, job satisfaction, public school teachers, descriptive-correlational, Davao de Oro, Philippines*

Reflective Teaching and Self-Efficacy Beliefs as Predictors of Individual Work Performance of Public Secondary School Teachers

Charity L. Albarando

This study used quantitative research, specifically descriptive correlational design, to determine the influence of reflective teaching and self-efficacy beliefs on the individual work performance of public secondary school teachers. Purposive quota sampling technique was used to determine the sample size of the respondents. In contrast, purposive sampling was employed to select the public secondary school teachers as respondents for this study. Three adapted questionnaires, validated by experts and tested for reliability, were used to gather the needed data for this study. Mean, standard deviation, Pearson r , and multiple regression analysis were the statistical tools used to analyze the data. The results showed that the level of reflective teaching was very high. The level of self-efficacy beliefs was high, while the individual work performance of public elementary school teachers was rated high. Also, a significant relationship existed between reflective teaching, self-efficacy beliefs, and individual work performance. Moreover, reflective teaching significantly influenced and was the best predictor of individual work performance among public secondary school teachers.

Keywords: *Education, public school teachers, reflective teaching, self-efficacy beliefs, individual work performance, descriptive-correlational, Davao Region, Philippines*

Working Conditions and Social-Emotional Competence as Determinants of Organizational Commitment among Public Secondary School Teachers in Compostela East District

Mary Ann F. Aligato

The study utilized a quantitative research method, specifically descriptive-correlational design, to determine the influence of working conditions and social-emotional competence on the organizational commitment of public secondary school teachers in the Division of Davao de Oro, Compostela East District. Stratified random sampling technique was employed in determining the population of the public secondary school teachers as respondents who were chosen based on the inclusion criteria. Three adapted and validated questionnaires, with a five-point Likert scale, were used to gather the needed data for this study. The statistical tools used were mean, standard deviation, and Pearson r. Results of the study showed that working conditions and organizational commitment were rated as high while social-emotional competence was rated very high. Further, working conditions and social-emotional competence had no significant relationship with organizational commitment.

Keywords: *Education, secondary public-school teachers, working conditions, social-emotional competence, organizational commitment, descriptive correlational, Davao de Oro, Philippines*

Social Support and Its Relationship to Psychological Well-Being of Teachers: Basis for Faculty Development Program

Florifes C. Bejod

This study examined the relationship between social support and the psychological well-being of private school teachers as the basis for the faculty development program. Quantitative research method, specifically descriptive-correlational design was employed. The researcher gathered the research data through adapted questionnaires validated by a panel of experts. These questionnaires were administered to the teachers from selected private secondary schools in Davao City. The data were analyzed using mean, standard deviation, and Pearson product-moment correlation coefficient. Results revealed that the levels of social support and psychological well-being of the teachers were both very high. Further, there was a positive moderate relationship between social support and teachers' psychological well-being. The findings of the study have resulted in the formulation of the Faculty Development Program.

Keywords: *Education, social support, psychological well-being, private secondary schools, development program, descriptive correlation, Davao Region, Philippines*

Technological Leadership Behavior, and Attitude Towards Computer as Predictors of Computer Self Efficacy of Public School Elementary Teachers

Elyzza Carmelle F. Gaban

This study determined the influence of the technological leadership behavior of principals and attitude towards the computers of public elementary school teachers on the computer self-efficacy of public elementary school teachers using a quantitative research approach, specifically the descriptive-correlational design. Adapted questionnaires validated by experts and reliability tested were used to obtain data from the respondents. Mean, standard deviation, Pearson r , and multiple regression analysis were used for the data analysis. The findings revealed that the level of technological leadership behavior of principals, attitude towards computers of the public elementary teachers, and computer self-efficacy of public elementary school teachers were high. Correlation analysis revealed that the technological leadership behavior of principals and attitude towards the computers of public elementary school teachers significantly influenced the computer self-efficacy of public elementary school teachers. Furthermore, there was a significant combined influence of technological leadership behavior of principals as perceived by the teachers and attitude towards computer of the public elementary teachers on the computer self-efficacy of public elementary school teachers.

Keywords: *Education, technological leadership behavior, attitude towards computer, computer self-efficacy, descriptive-correlational, Davao Region, Philippines*

Assessment of the Capability of Stakeholders and Implementation of Disaster Risk Reduction and Management among Public Schools: Basis for an Action Plan

Johannes T. Latras

This study determined the level of capability of stakeholders and implementation of the Disaster Risk Reduction and Management (DRRM) programs in public schools. Quantitative research design using the descriptive-comparative method. Adopted, validated, and reliability-tested questionnaires were used to collect the data. The respondents were the school heads and school DRRM coordinators chosen through complete enumeration, while teachers, parents, and secondary students were selected using stratified quota sampling in the five pre-selected schools. Analysis of variance (ANOVA), standard deviation, mean, and frequency were applied to analyze the data. The overall results showed that the level of capability of stakeholders and implementation of school DRRM programs were moderate; this implied that there is still room for improvement. Results also showed that school heads and school DRRM coordinators significantly differ in implementing school DRRM programs regarding disaster prevention and mitigation, disaster preparedness, disaster response, and disaster rehabilitation and recovery. The results also stated that when schools are grouped according to stakeholders, there is a significant difference in material facilities, knowledge, innovation, education, capacities, and mechanisms. In contrast, no significant differences were found regarding human resources, policies, plans, and procedures. An action plan was established based on the study findings.

Keywords: *Education, assessment, disaster risk reduction, descriptive-comparative, Davao Region, Philippines*

Lived Experiences of Basic Education Volunteer Teachers in Far-flung Areas of Agusan Del Sur: A Phenomenology

Maria Methusela Amor F. Narit

This study explored the lived experiences of basic education volunteer teachers in far-flung areas of Agusan del Sur, CARAGA Region, Philippines. It employed qualitative research, particularly phenomenology. A validated interview guide questionnaire was used for the focus group discussion and in-depth interviews among purposively chosen volunteer teachers actively teaching in far-flung schools in Trento, Agusan Del Sur. Participants must have at least a minimum of three years of teaching experience. To analyze the gathered data, the researcher employed thematic analysis to generate various themes, including confronting inconveniences and hazards on their way to school, experiencing limited resources, multitasking, and handling multigrade teaching, which led to their mixed emotions. To cope with the challenges, the teachers designed complex and flexible pedagogical approaches, demonstrated a passion for teaching, embodied empathy, and prepared themselves physically, emotionally, and mentally. The insights gained from the study emphasized the need for holistic development programs and sustainable support from school administrators for volunteer teachers. Additionally, the study highlighted the importance of maintaining proactive and motivated volunteer teachers.

Keywords: *Education, lived experiences, basic education, volunteer teachers, phenomenology, Agusan del Sur, Philippines*

Turnover Intentions as Influenced by Organizational Support and Work-Life Balance of Gen Z Public School Teachers

Melody I. Royo

This study determined the significant influence of organizational support and work-life balance on the turnover intentions of Gen Z public school teachers using a quantitative research approach, specifically the descriptive-correlational design. Stratified quota sampling technique was used in selecting the public school teachers as respondents for this study. Three adapted questionnaires validated by experts and tested for reliability were used to gather the needed data for this study. The statistical tools used were mean, standard deviation, Pearson r , and multiple regression analysis. Results showed that the level of organizational support and work-life balance was high. The turnover intention of Gen Z public school teachers was low. Also, organizational support, work-life balance, and the turnover intentions of Gen Z public school teachers had a negative and significant relationship. Moreover, multiple regression analysis results revealed that organizational support and work-life balance significantly influenced turnover intentions among Gen Z public school teachers. This means that every increase in organizational support and work-life balance had a corresponding decrease in the turnover intentions of Gen Z public school teachers.

Keywords: *Education, organizational support, Gen Z, public school, descriptive-correlational, Davao Region, Philippines*

The Relationship of Workload, School Culture, and Teacher Efficacy among Public Elementary Schools in Davao City

Valerie L. Sumogod

This study determined the relationship between workload, school culture, and teaching efficacy among public elementary school teachers in Davao City, Philippines. Quantitative research design, particularly descriptive correlational design, was employed in this research. A validated and adapted survey questionnaire was utilized to collect data among public elementary school teachers in Talomo A District. The respondents in this study were chosen using the purposive sampling method. The statistical tools used to analyze the data gathered included mean, standard deviation, and Pearson's Product Moment Correlation (Pearson-r). The findings of the study revealed that the level workload of teachers was rated very high. The level of favorable school culture was rated very high. Moreover, the teachers exhibited a very high level of teaching efficacy. The finding of the study found no significant relationship between workload, school culture, and teaching efficacy.

Keywords: *Education, teaching, public elementary school, quantitative research, Davao City, Philippines*

MASTER OF ARTS IN ELEMENTARY EDUCATION

Student Adaptability and Parental Involvement as Predictors of Student Engagement

Rafael Brian D. Agraviador

This study determined the influence of student adaptability and parental involvement on student engagement among Grade 6 learners in Tagum City, Davao del Norte. A quantitative research, particularly the descriptive-correlational research design was utilized in this study. A stratified random sampling technique was used to choose the respondents for this study. The data were gathered through validated adapted questionnaires. The statistical tools used were the mean, standard deviation, Pearson product-moment correlation coefficient, and multiple regression analysis. The findings revealed that Grade 6 learners had a high level of student adaptability, parental involvement, and student engagement. A weak positive correlation exists between the level of student adaptability and student engagement. Moreover, a strong positive correlation exists between parental involvement and student engagement. Further, parental involvement significantly predicts student engagement, while student adaptability does not significantly predict student engagement.

Keywords: *Education, student adaptability, parental involvement, student engagement, descriptive correlation, Tagum City, Philippines*

Mathematics Achievement among Grade 5 Public School Learners

Helene E. Ancheta

This quantitative study determined the influence of reading performance and math anxiety on mathematics achievement among Grade 5 public school learners. A descriptive correlational design was utilized, and a survey questionnaire that contained tests on reading comprehension and math anxiety was administered and then computed against the learners' quarterly math scores. The mean, standard deviation, Pearson product-moment correlation coefficient, and regression analysis were utilized as the statistical tools. Based on the findings, it was revealed that the reading performance of Grade 5 learners for both oral and silent reading was at the instructional level while listening comprehension was at the frustration level. On the other hand, their levels of math anxiety in three categories of everyday math anxiety, math learning anxiety, and math test anxiety, were rated moderate. Notably, the overall level of mathematics achievement of Grade 5 learners was very good. Furthermore, a positive and significant relationship between reading performance and mathematics achievement was established, while math anxiety did not significantly influence the learners' mathematics achievement.

Keywords: *Education, mathematics, reading performance, math anxiety, mathematics achievement, descriptive correlational, Davao City, Philippines*

Self- Efficacy and Work Tasks Motivation as Predictors of Job Involvement of Teachers as Perceived by Public School Principals

Indira Zyra M. Calig-onan

Teachers' job involvement has been vital in achieving the required learning outcomes in the curriculum. This study determined the influence of self-efficacy and work task motivation on the job involvement of teachers as perceived by public school principals. A quantitative research design using the descriptive-correlational method was employed. The respondents were the principals from the selected elementary public schools in Caraga North and South Districts, Division of Davao Oriental, who answered adapted questionnaires that were used to obtain information from them. The collected data were analyzed using mean, standard deviation, Pearson product-moment correlation, and multiple linear regression analyses. The findings revealed that the level of self-efficacy, work task motivation, and job involvement of teachers were very high. Correlation analysis revealed that self-efficacy and work task motivation were significantly related to job involvement. Teachers with high self-efficacy and strong work-task motivation were likelier to be highly involved in the profession. Furthermore, there was a significant combined influence of self-efficacy and work task motivation on the job involvement of elementary school teachers as perceived by public school principals. This translates to a positive cycle of passionate teachers creating an engaging classroom, leading to better student outcomes and a stronger school community. This highlights these factors' crucial role in fostering a dedicated and engaged teaching force.

Keywords: *Education, self-efficacy, work tasks motivation, job involvement, elementary school teachers, descriptive correlation, Davao Oriental, Philippines*

Achievement Emotions and Self-Efficacy as Correlates to the Study Habits of Grade Six Pupils

Joy Angelica C. Canda

This study aimed to determine the influence of achievement emotions and self-efficacy on the study habits of the pupils. A quantitative research design using the descriptive-correlational method was employed. The respondents of the study were the 160 Grade 6 pupils in Davao City. The stratified random sampling was used in the study. Sets of adapted and experts validated survey questionnaires were used to obtain information from the respondents. The mean and standard deviations were utilized to determine the level of achievement emotions, self-efficacy, and pupils' study habits, Pearson-r correlation coefficient was used to measure the relationship of the variables associated with student study habits. The multiple regression analysis was used to determine the influence of the variables that best predict student study habits. Results of the study revealed that the levels of achievement emotions, self-efficacy, and students' study habits were high. The relationship between the three variables further showed that achievement emotions and self-efficacy were significantly related to Grade 6 pupils' study habits. Furthermore, achievement emotions and self-efficacy were found to influence Grade 6 pupils' study habits.

Keywords: *Education, elementary, achievement emotions, self-efficacy, students study habits, descriptive-correlation, Davao City, Philippines*

Online Learning Satisfaction and Digital Literacy Competence as Predictors of Mathematics Engagement of Students

Gerald C. Delima

This research aimed to determine the influence of online learning satisfaction and digital literacy competence on mathematics engagement among Grade 12 students who were drawn out from the total population using purposive sampling from private schools in Davao City, Philippines. This study utilized a descriptive-correlational design, using the three adapted survey questionnaires administered to the respondents to measure the level of online learning satisfaction, digital literacy competence, and mathematics engagement. The major findings of the study indicated that the level of online learning satisfaction of Grade 12 students and digital literacy competence were rated very high. Hence, the student's level of mathematics engagement was found to be high. The results further revealed a positive relationship between online learning satisfaction and Mathematics engagement. Furthermore, between the two independent variables, digital literacy competence was considered the better predictor of the mathematics engagement of Grade 12 students.

Keywords: *Education, mathematics, online learning satisfaction, digital literacy competence, mathematics engagement, descriptive-correlational, Davao City, Philippines*

The Teaching and Learning Experiences of Culturally Diverse Alternative Learning Systems Learners: A Narratology

Angelmae E. Jamera

Many adult learners cannot pursue formal education for one reason or another. This study tells stories of culturally diverse learners' teaching and learning experiences in alternative learning systems (ALS) settings. Using a narratology approach allowed the participants' narratives to illuminate their past experiences, family ties, educational pursuits, and personal and professional relationships, offering a glimpse into their future aspirations. The participants of this research were the five students enrolled in the ALS from five public schools in Bislig City Division, Surigao del Sur. Aged 25–70 years old, regardless of their civil status, were purposefully selected. Collaborative learning, individual assistance, interactive learning, cultural variety, flexible timetables, and technological competence have been identified as important to enhancing the educational experiences of culturally diverse ALS learners. Additionally, it is crucial to pay attention to discrimination based on age, negative public opinion, poverty, technology breakdowns, commitments to looking after children, and challenges related to language barriers if the aim is to eliminate obstacles for a more inclusive and supportive learning environment. Also, it largely backs up students' dreams by giving them personalized support services at individual levels, offering them options for flexible timetables, using innovative teaching methods, and providing an environment that encourages growth. Additionally, on this aspect, coping mechanisms used by participants during their ALS journey include resilience building, persistence as well as avenues for self-empowerment.

Keywords: *Alternative learning systems, culturally diverse learners, teaching and learning experiences, struggles and strategies, narratology, Philippines*

Instructional Leadership, Digital Competence, and Teacher Performance among Public Elementary School Teachers: A Quantitative Analysis

Michelle E. Matilac

This study aimed to describe the instructional leadership, digital competence, and teacher performance among elementary school teachers. A quantitative research design using the descriptive-correlational method was employed. The respondents comprised the public elementary school teachers in Davao Oriental. An adapted survey questionnaires were used to obtain information from the respondents, and the gathered data were analyzed using mean, standard deviation, and Pearson product-moment correlation. The findings revealed that the levels of instructional leadership, digital competence, and teacher performance among teachers were very high. However, based on the correlation analysis conducted on the empirical data gathered, instructional leadership and digital competence have no significant relationship with the teacher performance of public elementary school teachers in Davao Oriental.

Keywords: *Education, instructional leadership, digital competence, teacher performance, public elementary teachers, descriptive correlation, Davao Oriental, Philippines*

Explicating the Standpoints of Public Elementary School Teachers on the Resumption of Face-to-face Classes in the Post-pandemic: A Phenomenology

Leonie D. Mustrada

This qualitative study used the phenomenological design to explore and understand the lived experiences of public elementary school teachers in Paquibato District, Davao City, who were purposefully chosen. Utilizing in-depth interviews and focus-group discussion, the research explored the challenges encountered, coping mechanisms employed, and insights offered to the academe and society. The thematic analysis revealed three key challenges such as observed the learning gap, encountering uncontrollable behavioral issues, and monitoring hygiene practices. Despite these struggles, teachers demonstrated resilience, adopting five coping mechanisms: adjusting competency levels, implementing flexibility in teaching, creating a supportive classroom, cultivating necessary virtues, and seeking support. The study also identified two crucial insights for the education sector and society. First, it highlighted the need to manifest value-laden teaching practices. Second, it underscored the importance of teachers embodying resiliency to navigate these complexities. This research offered valuable data on the post-pandemic classroom landscape, informing teachers' and students' future educational practices and support systems.

Keywords: *Education, public elementary school teachers, face-to-face classes, post-pandemic, phenomenology, Davao City, Philippines*

Anxiety and Work Motivation as Predictors to Organizational Commitment of Private Elementary School Teachers

Grace Joy Q. Pabellon

This study determined the influence of anxiety and work motivation on the organizational commitment of private school teachers in the City of Mati. A quantitative research approach, specifically the descriptive-correlational design, was utilized in this study to investigate the three variables. The respondents were private elementary school teachers chosen through a complete enumeration sampling technique, where the panel of experts validated the adapted survey questionnaires. The gathered data were analyzed using mean, standard deviation, Pearson product-moment correlation, and regression analysis. Based on the result, the level of anxiety of the private school teachers was moderate. Further, their level of work motivation and organizational commitment of private elementary school teachers was high. The result of the multiple regression analysis revealed that only work motivation had a significant influence on organizational commitment. Furthermore, although work motivation was the best predictor of organizational commitment, a certain percentage can be attributed to other factors besides the studied variables.

Keywords: *Elementary, education, anxiety, work motivation, organizational commitment, private elementary teachers, quantitative, Mati City, Philippines*

MASTER OF ARTS IN EDUCATION MAJOR IN INFORMATION TECHNOLOGY INTEGRATION

Navigating the Landscape of ChatGPT as an Artificial Intelligence Tool on Research Writing: A Phenomenological Inquiry

Jezreel D. Albino

This study explored the experiences of graduate students using ChatGPT as an artificial intelligence tool in their research writing, dealing with lived experiences, coping strategies, and insights. This qualitative study employed a phenomenological design to examine the experiences of graduate students from schools in Davao del Sur, selected through purposive sampling. In-depth interviews and focus group discussions were employed to delve into the participants' firsthand experiences. Colaizzi's approach was applied to analyze the data, uncovering key themes relevant to each research inquiry. The findings revealed four key themes from the lived experiences of using ChatGPT: versatility, information inconsistencies, limited contextual understanding, and negative self-conscious emotions. The participants employed various coping strategies to address the challenges encountered while using ChatGPT, such as verifying AI-generated content, using ChatGPT judiciously, and providing detailed context to obtain more precise and relevant results. Participants also shared insights on incorporating ChatGPT into research, underlining the significance of its integration in educational settings, and emphasized the ethical conduct of research. These urged students to use ChatGPT responsibly to ensure their work remained original and adhered to academic integrity standards.

Keywords: Education, artificial intelligence, ChatGPT, graduate school students, research writing, academic writing, phenomenology, Philippines

ICT Self-Efficacy and Learning Styles as Determinants of Digital Literacy of STEM Senior High School Students

Viverlie N. Fajardo

This study examined the level of ICT self-efficacy, dominant learning styles, and digital literacy among STEM senior high school students. Additionally, it identified the specific domains of ICT self-efficacy that predict digital literacy. A quantitative, descriptive-correlational research design was employed, utilizing adapted and expert-validated questionnaires. Respondents were senior high school students from selected private sectarian basic education institutions in Davao City, chosen through stratified random sampling. Data analysis was conducted using mean, standard deviation, Pearson product-moment correlation, Chi-square, and linear regression. Findings revealed that students exhibited a high level of ICT self-efficacy and digital literacy. The VARK model identified kinesthetic as the dominant learning style among STEM students. However, no significant relationship was found between learning style and digital literacy. In contrast, ICT self-efficacy demonstrated a significant positive correlation with digital literacy, with communication and learning applications emerging as key influencing domains. Based on these findings, an enhancement program was developed to further improve digital literacy among STEM students.

Keywords: Education, ICT self-efficacy, learning styles, digital literacy, technology, quantitative, descriptive-correlational, Philippines

MASTER OF ART IN INFORMATION TECHNOLOGY

CEB-LA-BI-FY Automatic Rule-Based Syllabification of the Cebuano Language

Michel Bartolome Bolo

The Cebuano language, widely spoken in the Visayas and Mindanao regions of the Philippines, is underrepresented in computational linguistics compared to other Philippine languages like Tagalog. This research addresses this gap by developing an Automatic Rule-Based Syllabification system for Cebuano, including the sociolect Cebuano gay lingo. Syllabification, essential for various natural language processing (NLP) applications, is challenging due to Cebuano's complex phonological and morphological rules. This study uses linguistic theories and computational techniques to model the phonological patterns of both standard Cebuano and Cebuano gay lingo, ensuring inclusivity and diversity. The project involved compiling a comprehensive list of Cebuano words, designing a rule-based algorithm, and developing a user-friendly web interface. The evaluation showed high accuracy rates: 98.57% for Cebuano native words, 95.69% for foreign derivatives, and 94.44% for gay lingo words. The iterative refinement process, incorporating expert feedback, significantly enhanced performance. These results highlight the algorithm's reliability and ability to handle diverse linguistic structures. This study not only advances technological solutions but also promotes the preservation and promotion of the Cebuano language, addressing a critical gap in linguistic resources and fostering digital inclusion and linguistic empowerment among Cebuano speakers.

Keywords: *CebLabify, Syllabification, Cebuano, Rule-based Algorithm, Gay Lingo, Natural g Language Processing*

Development of a Water Level Data Logging System with Web-Based Data Visualization for Remote Monitoring Stations

Cristopher M. Añana

Floods cause widespread destruction, displacing individuals, damaging infrastructure, and disrupting agriculture, leading to food supply chain instability. This study highlights the need for effective disaster preparedness and mitigation strategies to enhance community resilience, particularly in low-lying areas vulnerable to rising water levels. To support local authorities, a water monitoring device integrated with a time-series web-based platform was developed for real-time river level tracking. The platform provides interactive visualizations of water trends with daily to custom time-frame views, accessible on desktops, tablets, and smartphones. Water levels are classified based on the Philippines' standard alert categories—green, yellow, orange, and red—allowing for a clear risk assessment. Additionally, real-time water level fluctuations are displayed, helping authorities quickly evaluate flood risks. This system augments traditional monitoring methods, enabling barangay officials to make informed decisions during heavy rainfall and tropical storms. By improving accessibility and accuracy in water level tracking, this initiative enhances local disaster response efforts and strengthens flood resilience in vulnerable communities.

Keywords: *Water Level Monitoring, Data Logging System, Web-based Data, Visualization*

MASTER OF ART IN RELIGIOUS EDUCATION

The Spiritual Growth of Lay Educators as Influenced by the Faith Formation Activities: Basis for an Enhancement on the Faculty Spiritual Development Program

Sr. Roselyn R. Garde, pm

Lay educators often face the challenge of balancing their professional responsibilities with their spiritual life. This study utilized a quantitative descriptive-correlational design to determine the significant influence of faith formation activities on the spiritual growth of lay educators as a basis for an enhancement program. Further, lay educators from three Presentation of Mary schools in Davao City were selected through purposive sampling as research respondents. Adapted questionnaires were used to gather data. Meanwhile, the mean, standard deviation, Pearson product moment correlation coefficient, and multiple linear regression analysis were the statistical tools used in the study to interpret the collected data. The study's findings showed that lay educators' level of interest in various faith formation activities was high, manifesting that they often find the activities they were engaged in interesting. Further, it revealed that the spiritual growth of the lay collaborators was high, conveying that lay educators' spiritual growth was often manifested. Furthermore, results showed a positive, strong relationship between interest in faith formation activities and the spiritual growth of lay educators. Also, as an output of the study, an enhancement program was crafted based on the findings, which may be a good avenue for the school administrators to enhance and develop the faculty spiritual development program.

Keywords: *Education, pm schools, spiritual growth, faith formation activities, faculty spiritual development program, descriptive correlation, Philippines*

A Phenomenological Inquiry on the Experiences of Non-Catholic Junior High School Students in their Religion Classes

Michelle E. Magtulis

This qualitative study employed a phenomenological design to understand students' lived experiences regarding their Religion classes. The participants in this study were non-Catholic junior high school students enrolled at Catholic institutions offering Religion as a subject. Thematic analysis was used to identify and analyze significant themes from the participants' narratives, offering a comprehensive view of their subjective experiences. Three primary themes emerged from the analysis. First, students faced the challenge of learning unfamiliar spiritual disciplines, which differed significantly from their religious or non-religious backgrounds. Second, they had to confront unfamiliarity with the subject matter, sometimes leading to confusion or alienation. Third, students noted that some teachers lacked passion for teaching the subject, impacting their engagement and learning experience. Despite these challenges, students developed various coping mechanisms. They highlighted the importance of creating a supportive and collaborative environment among peers, which helped them navigate the subject's complexities. Additionally, perseverance was a key strategy, enabling them to manage and overcome difficulties. The study concluded the importance of tolerance and respect for diverse religious teachings. Participants acknowledged the moral influence of Catholic teachings, even when these differed from their beliefs. Finally, the study underscored the need to recognize and embrace the diversity of religious perspectives and pedagogical approaches in educational settings. These findings suggest that fostering an inclusive and understanding environment can enhance the learning experience for all students, regardless of their religious backgrounds.

Keywords: *Education, catholic institutions, non-Catholic junior high school students, religion classes, phenomenology, Philippines.*

MASTER OF ART IN EDUCATION MAJOR IN SOCIOLOGY

Organizational Climate, Organizational Support and Job Stress among Public Senior High School Teachers

Carel Faith M. Andres

Poor interpersonal relationships and teachers feeling unsupported by colleagues and administrators can decrease morale and job satisfaction. This study aimed to determine the influence of organizational climate and organizational support on job stress among public senior high school teachers. A quantitative research design using the descriptive-correlational method was employed. The study's respondents were public senior high school teachers in Davao City who were chosen using stratified random sampling. Sets of adapted questionnaires were used to obtain information from the participants. Meanwhile, data were analyzed using the mean, standard deviation, and Pearson product-moment correlation coefficient. Results of the study revealed that the level of organizational climate was very high, organizational support was high, and job stress was moderate. The relationship between the three variables further demonstrated that organizational climate and organizational support were not significantly related to job stress among public senior high school teachers.

Keywords: *Education, sociology, organizational climate, organizational support, job stress, public senior high school, descriptive correlation, Philippines*

Unveiling the Lived Experiences of Teachers towards the Post-Pandemic Transformative Teaching

Desiree L. Ravelo

Many teachers are still adjusting to new teaching methods and trying to integrate both in-person and digital approaches effectively. This qualitative study used phenomenological design to understand teachers' lived experiences towards post-pandemic transformative teaching. The participants of this study were seventeen junior high school teachers in the division of Tagum City who were teaching before, during, and post-pandemic who were selected through purposive sampling. This study revolved around the teachers' lived experiences towards the post-pandemic transformative teaching, coping mechanisms, and insights shared with the academe. Thematic analysis was employed to get the essential themes from the participant's responses. The result revealed five major themes of the participants' experiences: receptiveness in providing learning reinforcements, employing innovative teaching strategies, confronting difficulties and challenges of transformative teaching, encountering undesirable behavior of students, and addressing learning gaps. However, the participant's coping mechanisms from the five major themes emerged: flexibility in pedagogical practices, self-development and upskilling, being passionate about work, collaborating with parents, and manifesting empathy to students. Finally, the participants shared their insights that revealed four major themes: modeling a positive attitude as a teacher, valuing resiliency, utilizing technology in the teaching-learning process, and holistic development of learners.

Keywords: *Education, Sociology, post-pandemic, transformative teaching, phenomenology, Tagum City, Philippines.*

MASTER OF ART IN VALUES EDUCATION

Ethical Behavior and School Ethical Climate as Predictors of Academic Integrity of Public Secondary School Students

Irene C. Atis

Unethical behaviors of students may be influenced by peer pressure where students may not view cheating as a serious ethical violation, which normalizes such behavior. This study determined the influence of ethical behavior and school ethical climate on the academic integrity of the selected secondary students in Tupa 2 District. The objectives were to assess the status of ethical behavior, school ethical climate, and academic integrity and examine the relationship between ethical climate and integrity and the variables affecting academic integrity. Data was gathered from the students using an adopted questionnaire about ethical behavior, school ethical climate, and academic integrity. The research utilized a quantitative descriptive correlational design to investigate the relationship between the three variables. The statistical tools used to analyze the collected data were mean, and standard deviation, Pearson product-moment correlation, and multiple linear regression analysis. Moreover, utilizing purposive sampling only Grade 10 public school students from the selected public schools were chosen as respondents. The results revealed a high level of ethical behavior in public schools in the Tupa 2 district, while the ethical climate and academic integrity levels were high. Further, there was a significant positive and strong correlation between ethical behavior and school ethical climate and between ethical behavior and academic integrity. Furthermore, the combined influence of ethical behavior and school ethical climate towards academic integrity is significant, with school ethical climate having a greater impact than ethical behavior.

Keywords: *Values Education ethical behavior, school ethical climate, academic integrity, descriptive correlation, Philippines.*

Personality Traits and School Climate as Predictors of Prosocial Behavior of Senior High School Students

Richelle L. Sampiano

Demonstrating prosocial behavior is very important. However, many young people today, especially students, tend to walk through an individualistic and materialistic pattern of life. They lack a sense of empathy and responsibility toward others. Such behavior could be driven by their upbringing, personal attributes, or surrounding environment. Thus, this study determined the influence of personality traits and school climate on the prosocial behavior of senior high school students utilizing quantitative research, specifically descriptive correlational research design. Moreover, respondents were chosen using simple random sampling. Data utilized in this study were gathered through adapted and validated questionnaires. The statistical tools used in this study were the mean, standard deviation, Pearson product-moment correlation coefficient, and multiple linear regression analysis. In this respect, results revealed high levels of senior high school students' personality traits, school climate, and prosocial behavior. Likewise, there was a moderate positive relationship between personality traits and prosocial behavior and a low positive relationship between school climate and prosocial behavior of senior high school students. More so, though the combined influence of personality traits and school climate on the prosocial behavior of senior high school students was significant, in a singular capacity, only the personality traits significantly influenced prosocial behavior.

Keywords: *Education, values education, senior high school students, personality traits, school climate, prosocial behavior, descriptive correlational, Philippines*

MASTER OF ART IN TEACHING COLLEGE CHEMISTRY

Determination of Antidiabetic Property and Antioxidant Activity of Spiked Pepper (*Piper aduncum* L.) Leaves

Jay M. Cavan

This study determined the total phenolic content, antioxidant activity, and antidiabetic property of the methanolic extract of *Piper aduncum* L. leaves. Descriptive quantitative and post-test true experimental research design were applied, and Folin- Ciocalteu method, 2,2-diphenyl-1-picrylhydrazyl (DPPH) free radical scavenging assay, and the α -glucosidase inhibition assay were utilized to gather the data. Moreover, the statistical tools employed were mean, standard deviation, and one-way analysis of variance (ANOVA). The results revealed that the methanolic extract of *Piper aduncum* L. contained phenolic compounds with a total phenolic content of 3.85 ± 0.08 mg/mL. At varying concentrations, findings for the antioxidant and the α -glucosidase inhibitory activity of the plant extract demonstrated a significantly ($p < 0.05$) lower percentage inhibitions when compared to the positive controls (ascorbic acid and acarbose). The IC₅₀ values of the plant extract against the DPPH free radical (210.76 ± 4.30 ppm) and the α -glucosidase enzyme (258.55 ± 2.86 ppm) were found to be higher compared to positive controls. Thus, the lower IC₅₀ values indicate that ascorbic acid (52.17 ± 3.15 ppm) and acarbose (144.77 ± 1.55 ppm) are more potent antioxidant agent and α -glucosidase inhibitor, respectively. Overall, the results of this study indicated that the methanolic extract of *Piper aduncum* L. can be a source of antioxidant agents and inhibitor of α -glucosidase enzyme.

Keywords: Antioxidant activity, antidiabetic property, *Piper aduncum* L., total phenolic content, Davao Region, Philippines

MASTER OF ART IN PHARMACY

Antioxidant Activity of Basil (Ocimum Basilicum): A Systematic Review and Meta-Analysis

Maureen Canda-Borcelas

Natural products have been proven to prevent and treat pathological diseases with the added benefits of relative safety, efficacy, low cost, and patient compliance. Although not devoid of risk, they are generally safer than synthetic and biological drugs. Sweet basil (*Ocimum basilicum*) is a promising source of bioactive compounds known to be potential antioxidant agents for pharmaceutical use. This has warranted several researchers to conduct studies on its antioxidant activities. Using the PRISMA model, the search strategy included 24 studies, with 7 studies on *O. basilicum* essential oil studies and 17 studies on *O. basilicum* extract. The validator assessed these studies using the OHAT quality assessment tool. All 24 included studies were then subjected to systematic review and meta-analysis to evaluate the comparability of the *Ocimum basilicum* essential oils and extracts to ascorbic acid, a standard antioxidant agent. The findings of the systematic review revealed significant antioxidant activities of the *O. basilicum* essential oils and extracts based on the percent inhibition and IC50 scavenging activity results. A meta-analysis of the forest plot revealed that ascorbic acid had greater antioxidant activity. However, with significant antioxidant activity, those of *O. basilicum* essential oils and extracts were not comparable to those of ascorbic acid. Furthermore, the substantial to considerable heterogeneity was caused by the differences in the statistical results of each included study, and the funnel plot revealed publication bias for both essential oils and extracts.

Keywords: Pharmacy, *Ocimum*, essential oils, extracts, ascorbic acid, 2,2-Diphenyl-1-picrylhydrazyl , Systematic Review and Meta-analysis, Philippines

Spectroscopic and Chromatographic Profiling of Two Selected Commercially Available Polyherbal Capsule Formulation

Rosielyn B. Lapiceros

Polyherbal formulations comprised of two or more herbs can improve the formulation's therapeutic effects. However, adulterated and mislabeled herbal products pose a serious health hazard to the consumer. This can only mean that herbal supplements failed to comply with FDA regulations and good manufacturing practices. This study aimed to determine the composition of the two commercially available Panyawan (*Tinospora crispa*) polyherbal capsules. The researcher employed a descriptive experimental research design and performed various tests, such as Fourier transform infrared spectroscopy to determine the functional groups and gas chromatography-mass spectrometry (GC-MS) to determine the organic compounds present in the two polyherbal supplements. Results showed that FTIR analysis of the two formulations detected the presence of aliphatic alcohol, dienes, ketone, and alkyl groups. Furthermore, the GC-MS analysis detects the presence of caryophyllene, α -Turmerone, and Curdlone, which indicates the presence of turmeric, hexadecanoic acid methyl ester, hexanedioic acid, bis (2-ethylhexylester), and 1, 3- benzenecarboxylic acid bis (2-ethylhexylester), which indicates the presence of mangosteen, hexadecanoic acid methyl ester, and tetradecene, which indicates the presence of banaba. These findings validate the presence of the different herbal plants that can contribute to their synergistic therapeutic effect. In addition, the organic compounds detected were responsible for the anti-inflammatory, antimicrobial, and antioxidant properties of the two polyherbal formulations. Moreover, organic compounds with no biological activity serve in industrial applications and as chemical additives.

Keywords: Spectroscopic profiling, Polyherbal, Panyawan Capsule, Philippines

In Vitro Cell Viability Assay of Phenolic Compounds from Corn Husks (*Zea mays*)

Donna Rose M. Momo

This research study was carried out to assess the effects of phenolic compounds from *Zea mays* husks on cell viability of phenolic compounds from *Zea mays* husks. The researcher employed an experimental research design and performed various tests, such as Folin Ciocalteu's method to determine the total phenolic content, while the effects of phenolic compounds found in corn husks on cell viability of phenolic compounds found in corn husks were determined using MTT (3-[4,5-dimethylthiazol-2-yl]-2,5 diphenyl tetrazolium bromide) assay. Results showed that a consistent level of phenolic compounds in corn husk across three trials, with a mean total phenolic content of 12.6 mg GAE/g. Results from the MTT assays were observed as the concentration of corn husk extract increased from 4.0 µg/ml to 500.0 µg/ml with higher concentrations associated with decreased cell viability. Evaluation of median inhibitory concentration (IC₅₀) values showed that gallic acid exhibited stronger inhibitory effects of 16.05 µg/ml on cell growth compared to corn husk extract with 106.68 µg/ml across tested concentrations. This indicated that the extract had a moderate inhibitory effect. Statistical analysis confirmed a significant difference in IC₅₀ values between corn husk extract and gallic acid ($P < 0.05$, $T = 57.61$). The higher IC₅₀ values of *Zea mays* husk extract compared to gallic acid underscore emphasize its comparatively lower inhibitory effect on cell growth, highlighting the need for further research to fully evaluate its therapeutic potential.

Keywords: *Cell viability assay, Phenolic compounds, Corn husk (*Zea mays*)*

Factors Influencing the Implementation of Antimicrobial Stewardship Program among Hospitals in Cagayan De Oro City

Krishally Joy O. Patalinjug

Antimicrobial stewardship (AMS) is implemented as a part of global action plans to combat antimicrobial resistance (AMR), yet few studies have directly addressed the difficulties hospitals experienced by hospitals in developing countries. This study investigated the opportunities and barriers that influence the implementation of the AMS program in Cagayan de Oro City hospitals. Using a mixed methods approach, pharmacists and infectious disease (ID) doctors were surveyed using total enumeration sampling, employing a pre-tested questionnaire, and were purposively selected to participate in focus group discussions. Statistical analysis for quantitative data utilized mean, standard deviation, t-tests, and analysis of variance (ANOVA), with qualitative data, analyzed thematically. In the study, the majority of the respondents identified key opportunities that facilitate program implementation, such as strong administrative support and leadership, including the presence of ID doctors and pharmacists, standardized policies and guidelines, and restrictive strategies such as pre-authorization and intervention mechanisms for inappropriate use. However, minimal barriers were recognized in the under domain of monitoring AMR/AMU and educational knowledge of on AMS such as, lack of health IT, trained personnel for AMR surveillance, standardized AMS training, and limited clinical pharmacists. Despite these barriers, hospitals generally exhibited good practices in AMS, characterized by active IPC or AMS Committees, good leadership support, and effective feedback mechanisms. Significant differences were noted in AMS practices ($p < 0.004$) and opportunities ($p < 0.016$) based on age and; in opportunities ($p < 0.013$) and barriers ($p < 0.005$) when grouped based on training received among respondents. The themes emerging from the shared lived experiences of participants established strong merging connection with quantitative findings, as qualitative data also identified challenges in the operation, procedure and workforce in AMS, and have recognized facilitators in terms of team-based participation for monitoring and collaboration, channeling collaborative feedback mechanism for optimum implementation. This finding implies the need for specific educational priorities to enhance AMS strategies in hospitals. To address these gaps, a dissemination plan aligned with the Department of Health guidelines is proposed to improve AMS practices across healthcare settings. Future researchers may should explore the long-term impacts of this plan when utilized by hospitals.

Keywords: *Pharmacy, opportunities, barriers, practices, implementation of antimicrobial stewardship program, convergent mixed methods, Philippines*

Hygiene Practices, Risk Behavior, and Molecular Detection of Sexually Transmitted Viruses among Pink Card-Issued Sex Workers in Davao City

Maria Angela B. Martin

Human papillomavirus (HPV) and herpes simplex viruses (HSV-1 and HSV-2) are highly contagious viruses causing sexually transmitted infections (STIs). Individuals engaged in high-risk activities and occupations are particularly susceptible to contracting these viruses and developing related illnesses. This study investigated the interplay between hygienic practices, risk behaviors, and STI prevalence among Pink Card-issued sex workers in Davao City. Using snowball sampling technique, data was gathered from 30 respondents, and urine samples were subjected to polymerase chain reaction (PCR) analysis to detect HPV, HSV-1, and HSV-2. Surveys were administered to capture socio-demographic information, hygiene practices, and risk behaviors. The results indicated that all respondents tested negative for the targeted viruses. Socio-demographic factors did not exhibit a significant relationship with STIs across demographic groups. Similarly, there was no significant difference in the level of sexual hygiene practices among the sex workers across all socio-demographic profiles. Similarly, there was no significant difference in the level of sexual risk behaviors of the sex workers across all socio-demographic profiles. These findings emphasize the need for continued research and targeted interventions to prevent and address STI prevention and management within this population.

Keywords: *Human papillomavirus, Herpes simplex viruses, Sexually transmitted infections, Pink Card-issued sex workers, Hygienic practices, Risk behaviors, Polymerase chain reaction (PCR).*

