

1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

Theme:

**“Unlocking Multidisciplinary Research
Through Collaboration and Innovation”**

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Theme: Unlocking Multidisciplinary Research Through Collaboration and Innovation"

WELCOME ADDRESS



To Dr. Randy Tudy, director of CHED, Dr. Evelyn P. Saludes, Director of UM Tagum College, Dr. Gina Fe Israel, Dean of College, Plenary Speakers, Student-researchers, invited guests and participants, greetings of wonderful morning!

In behalf of Research and Publication Center Head, Dr. Maria Linda Arquiza, allow me to welcome you all to the 1st Multidisciplinary Research Congress (IMRC 2021) of UM Tagum College with the theme "Unlocking Multidisciplinary Research Through Collaboration and Innovation". Covid 19 pandemic is indeed a nightmare to the world. It has disturbed and destructed every aspect around people's lives. The death and the magnitude of the impact, it has made has been unprecedented practically no raise and no boundaries. However, despite the fear the apprehension, and the uncertainty, that this pandemic has brought us, one truth has been reaffirmed to humanity that is by sharing, working and coming together for one great cause. We can all rise once more, even better and stronger than we were before.

Coming here together, in this conference, to participate and share with one another, the knowledge and the experiences and even our deepest interests to get involved and be aware of what's happening around us, is already a valuable contribution to the world. The effect may not be feasible and felt now, but certainly soon this effort will payoff will ripple change, and stir many others to take their share to making this life comfortable and exciting to life forward. It is with high hopes that the learnings we get, our speakers today and the work that they do and experiences that they went through along with significant discoveries and findings of the research presenters later in the afternoon may inspires us all to develop our craft, to further our profession, and to create positive impact to their respective communities. May this conference trigger personal spark.

Before I end, let me express my congratulations to the organizers of this conference and to the entire UM Tagum Family. Thank you for your contribution to humanity. Mabuhay! I wish everyone a meaningful conference.

DR. JOEL B. TAN

Director of the Institute for Social Welfare and Human Development
University of Mindanao

MESSAGE FROM THE DEAN OF COLLEGE



To the VP of Branch Operations, Dr. Evelyn P. Saludes, to Director of Institute for the Social Welfare and Human Development, Dr. Joel Tan, to the Research Coordinator, Dr. Hazel Princess M. Rebollo, to Research Associate, Prof. Lovely Mae R. Prieto, to CHED Representative Dr. Randy A. Tudy, to the McKibbon Endowed Chair Professor of Hotel Management of University of South Florida Sarasota-Manatee, Dr. Cihan Cobanoglu, to the Senior Lecturer at the School of Hospitality, Tourism and Events at Taylor's University, Malaysia, Dr. Puvaneswaran Kunasekaran. To the Professor of Tourism at Sunway University in Malaysia, Dr. Perry Hobson, to our very own Prof. Earl Jones Muico, Program Head for Arts and Sciences Education of UM Tagum College, research panel reactors, research presenters, facilitators, and participants to this 1st International Multidisciplinary Research Congress, a pleasant morning to everyone.

It is my honor and privilege to be surrounded by experts in the field of research. The brilliance of our invited guests will crystalize concepts on how to publish top-tier ACCL index journals, mix method research in Tourism, Quantitative Research and why we need to do it. How to present research paper could be a great help to achieve a more promising and commendable research outputs. It is always part of our trust as an institution advance in the field of research to be multidisciplinary, be it multi-disciplinary, inter-disciplinary and disciplinary endeavor. Equally, the institution recognizes the vitality of research as the heart of crafting innovations leading towards academic excellence providing transformative education to our stakeholders, our students, our local, national, and international partners. Furthermore, I believe everything must be scientific, be at home, in the school, in community at large and for course during this time of pandemic. Research become our tool to generate more information to conclude into a decision. In other words, to utilize research findings, to have a more concrete contingency plan anchored on a scientific investigation.

Before I end, allow me to commend the people behind this academic endeavor, the Research and Publication Center of Tagum, to the Faculty members who extended their help to the RPC. Glory to UM and Mabuhay tayong lahat!

GINA FE G. ISRAEL, EdD
Dean of College
UM Tagum College

MESSAGE FROM THE CHED



First and foremost, in behalf of the Commission on Higher Education headed by our Regional Director, Dr. Maricar R. Casquejo, CESO III, I would like to extend our congratulations to the University of Mindanao Tagum College for hosting the 1st International Multidisciplinary Research Conference with the theme Unlocking Multidisciplinary Research through Collaboration and Innovation. We salute UM Tagum College for bringing its reach and influence not only within the

Region but even beyond our national borders.

On Unlocking multidisciplinary research, there are now trends on multiple disciplinary approaches. Hence, we hear the terms multidisciplinary, interdisciplinary, and transdisciplinary. Let us check our understanding on these different but complimentary terms. Choi and Park (2006) defined these terms in this way. Multidisciplinary draws on knowledge from different disciplines but stays within their boundaries. Interdisciplinarity analyzes, synthesizes and harmonizes links between disciplines into a coordinated and coherent whole.

Transdisciplinarity integrates the natural, social and health sciences in a humanities context, and transcends their traditional boundaries. Moreover, according to Choi and Park, "The objectives of multiple disciplinary approaches are to resolve real world or complex problems, to provide different perspectives on problems, to create comprehensive research questions, to develop consensus clinical definitions and guidelines, and to provide comprehensive health services." Now, either multidisciplinary, interdisciplinary or transdisciplinary, a research project needs collaboration and innovation.

First, I would like to focus on collaboration. As a neophyte researcher, I was really struggling even just publishing my first article, much more on my first article published in Scopus-indexed journal. I realized that writing alone is like waging a war with no armies to support me. One technique I used was to email some researchers whose papers I cited in my articles. For example, I contacted an expert in Drexel University in Philadelphia. I was working on an article about Catholicity of Catholic schools and found one of his articles as my supporting literature. To make the long story short, I connected with Dr. Stephen Gambescia and ended up publishing an article together. This is our picture together when I visited him in 2016 as part of the support, I got from CHED while I was still with Cor Jesu College. My point is if we want to be successful in research and publication we need to collaborate with experts.

The commission on higher education, true to its vision of having a Philippine Higher Education System that is equitable and producing locally responsive, innovative, and globally competitive graduates and lifelong learners,encourages collaboration especially in research and publication. This is also suggested by Dr Raymond Tan in a seminar he gave on publishing in Scopus and ISI journals to the members of the National Research Council of the Philippines (NRCP). He said that we expand our reach of collaboration, not just with our colleagues but with experts from different countries. He is right. If you read articles from high end journals, you will notice that the authors are coming from different universities or agencies and from different countries also. So, we, Filipinos, will also take advantage of this. But first, we have to establish our credibility and track record. Let us collaborate first with each other. Collaborate with experts. Learn from them. Know the ropes of doing research and publishing it.

My second point is on Innovation. Let's start from you as a researcher. Think of innovative projects or in demand or trending topics in your discipline. Hence, we always emphasize NOVELTY in research. If you propose something that has been done before, your adviser or funder will surely reject it. Gone are the days when we still keep studying on the relationship between management styles and organizational climate, teacher competencies and academic performance of students, and the like. These variables have been thoroughly studied. There is nothing more very important to prove.

That is why in my research class when we are in the identifying topics for quantitative research, I ask my students to search for the top journals in their discipline, for example in Criminology, and evaluate the titles of the recent issues of that particular journal for you to know the trends or new topics being investigated worldwide. Do not go to the library and examine the previous theses and dissertations. I could talk more about that but this is just to give you a simple guide. The other aspect of innovation is coming up with innovative works like inventions, especially in line with the demands now of the Fourth Industrial Revolution or FIRE. I encourage you to consider FIRE in your current or future researches because this is where we are now.

Supposedly, CHED will launch tomorrow the Fourth Industrial Revolution Framework with the aim of mainstreaming it to higher educational institutions in the Region and even the whole country. Remember, we are now in the world of Robotics, Artificial Intelligence, Data Analytics, 3D Printing, and among others. Where are we or how are we responding to the Fourth Industrial Revolution? Hence, there are so much rooms for research, innovation, and production.

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But before we get excited into doing research, let us be reminded that our efforts are geared towards our country's long term vision- the Ambisyon 2040 of a deeply rooted, comfortable, and secured life for Filipinos (Matatag, Maginhawa at Panatag na buhay). This is the social value component in research, which is usually asked by the Ethics Committee.

Consistent with the Philippine Development Plan and the Davao Region Development Plan, I would like to ask everyone that our research endeavors must be geared towards Number 1: expanding economic opportunities in the Industry and Services, Number 2: accelerating Human Capital Development, and Number 3: vigorously advancing Science, Technology, and Innovation.

As we continue in this conference, we look forward to the presentations of best practices, researches, and innovations from different researchers who are attending in this conference.

Again, in behalf of the Commission on Higher Education, I congratulate the University of Mindanao Tagum College, the organizers, presenters, and participants of this 1st International Research Conference. Good morning!

DR. RUDY A. TUDY

Educational Supervisor II
CHED Regional Office XI

PLENARY SPEAKERS



DR. CIHAN COBANOĞLU

University of South Florida

He is the McKibbon Endowed Chair Professor of Hotel Management. He is also the director of M3 Center of Hospitality Technology and Innovation, International Partnerships at the USF Muma College of Business. He is an associate Editor, *Tourism Review* (SSCI, Scopus), Co-Editor, *Advances on Hospitality and Tourism Research* (ESCI, Scopus), Editor, *Journal of Hospitality and Tourism Technology* (JHTT)(SSCI, Scopus).



DR. PUVANESWARAN KUNASEKARAN

Taylor's University

He is the Senior Lecturer at School of Hospitality, Tourism and Events at Taylor's University. He obtained his PhD in the field of Community Development and Tourism from the University Putra Malaysia. His research mainly focused on community-based tourism, indigenous tourism, sustainable tourism practices and cultural tourism studies. He has delivered keynote speeches in various countries, including China and India, on contemporary issues of sustainable tourism. He is also the Honorary Treasurer of ASEAN Tourism Researchers Association (ATRA), Associate Director of Center of Research and Innovation in Tourism and a Visiting Professor at Lyceum of the Philippines University (LPU).



DR. PERRY HOBSON

Sunway University

He is a is a Professor of Tourism at Sunway University in Malaysia. He holds a Bachelor's degree from Oxford Brookes University in the UK, a Masters from the University of Massachusetts in the USA, and completed his PhD at Southern Cross University in Australia. He has been the Editor-in-Chief of the 'A' ranked and SSCI indexed Journal of Vacation Marketing for over 22-years, and is a former CEO of The International Centre of Excellence in Hospitality & Tourism Education (THE-ICE) accreditation body for which he remains a member of the Board of Directors, and was the first person to be initiated into THE-ICE's 'Hall of Fame' for his contribution to its development and growth over 15-years.



EARL JONES G. MUICO, MED-LT

UM Tagum College

He is currently the program head for Department of Arts and Sciences Education. He attended numerous paper presentations and published research papers. He also attended seminars and conferences related to research and invited as resource speaker in research conferences. He completed his Master's Degree in Language Teaching last 2017 at University of Southeastern Philippines with the title "Utilization of Youtube to Enhance the Students Communicative Competence. Currently he is on his dissertation writing for his doctorate degree on Applied Linguistics.

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Master of Ceremony: Lovely Mae Prieto and Genevieve Iraola

DAY 1 via ZOOM

8:00 – 8:20	Preliminaries	
8:20-8:25	Welcome Address	JOEL B. TAN, CPA Director- Institute for the Social Welfare and Human Development
8:25-8:30	Message from Director	EVELYN D. SALUDES VP/BOO Tagum
8:30-8:35	Message from Dean	GINA FE G. ISRAEL Dean of College—UMTC
8:35-8:40	Message from the CHED Region XI	DR. RANDY A. TUDY Education Supervisor II, CHED Regional Office XI
8:40-8:45	University of South Florida (Advertisement)	
8:45 – 8:50	Introduction of 1st Speaker	DR. RITCHEL VILLAVER Program Head, Tourism Management
8:50 – 9:20	Topic 1: How to Publish Top Tier SCCI Index Journals	DR. CIHAN COBANOGLU, CHTP McKibbon Endowed Chair & Director of M3 Center University of South Florida
9:20 – 9:30	Q and A	Emcee
9:30- 9:35	Awarding of Certificate Photo Op	Emcee
9:35-9:40	Taylor’s University (Advertisement)	Emcee
9:40 –10:10	Introduction of 2nd Speaker	DR. MONALISA O. CHAGAS Program Head - Elementary Education
10:10-10:40	Topic 2: Mix Method Research in Tourism	DR. PUVANESWARAN KUNASEKARAN Senior Lecturer School of Hospitality, Tourism & Events Faculty of Social Sciences & Leisure Management Taylor’s University , Malaysia
10:40-10:50	Q and A	Emcee
10:50-10:55	Awarding of Certificate Photo Op	Emcee
10:55-11:00	Sunway University (Advertisement)	Emcee
11:00 –11:05	Introduction of 3rd Speaker	DR. NEXOFELOU GONO Program Head, Hospitality Management
11:05 – 10:35	Topic 3: Qualitative Research And Why We Need to do More of It	PERRY HOBSON, PhD Professor, School of Hospitality & Service Mgt, Sunway University, Malaysia

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11:35 – 11:45	Q and A	Emcee
11:45-11:55	Awarding of Certificate Photo Op	Emcee
11:55-12:00	Introduction of 4th Speaker	LARCYNIEL P. PASCUAL Assistant Dean, UMTC
12:00-12:30	Topic 4: Research Presentation 101	EARL JONES G. MUICO, MED-LET Program Head-DASE University of Mindanao, Tagum College, Philippines
12:30-12:40	Q and A	Emcee
12:40-12:45	Awarding of Certificate Photo Op	Emcee
12:45 –01:00	Evaluation Form Special Announcement/Reminders	Emcee

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CLASS ROOM 1		
FACILITATOR: ARMAND JAMES VALLEJO		
PANEL REACTORS:		
Dr. Joel B. Tan and Dr. Amelle L. Chico		
1:30-1:45	Cyrane R. Balulao, Michelle Grace E. Gucela, Joe Mari N. Flores.	REVEALING PROBLEMS IN AUDITING: A QUALITATIVE INQUIRY
1:45-2:00	Claire Jean A. Rafosala, Learein U. Rona, Giselle P. Tumanda, Jon D. Inocentes.	THRIVING TO SURVIVE: A PHENOMENOLOGICAL INQUIRY OF SME'S SUSTAINABILITY
2:00-2:15	Ralph James B. Calibuso, Henz Daryl P. Lumbay, Kyla Joyce B. Torralba, Mary Cris L. Luzada.	INVESTMENT ANALYSIS ASSESSMENT AMONG STOCK MARKET INVESTORS IN TAGUM CITY: BASIS FOR PROPOSED GUIDELINES
2:15-2:30	Argem Jay M. Porio, Mariah QuesaArquio, SittiRaizaBayani, Kevin Dave Buca	ASSESSMENT OF ACCOUNTING SOFTWARE ON SMALL AND MEDIUM-SIZED ENTERPRISE: BASIS FOR PURCHASE DECISION
2:30-2:45	Jazel Mae C. Delmonte, Frandoline D. Enriquez, Januario P. Hangad	ASSESSMENT OF ENTREPRENEURIAL CAPABILITIES AMONG BUSINESS OWNERS IN TAGUM CITY: BASIS FOR ENRICHMENT PROGRAM
2:45-3:00	Jovit G. Cain, Xyrel Sheen R. Deligero, Stephanie D. Duco, Vicenta B. Malucay	PREPAREDNESS ASSESSMENT FOR EMPLOYABILITY OF SENIOR ACCOUNTING STUDENTS : BASIS FOR ENHANCEMENT PROGRAM
3:00-3:15	Daniboy D. Balinawa, Neil Mark P. Alcover, Marlon Abellana.	THE INFLUENCE OF OPERATIONAL RISK MANAGEMENT ON DECISION MAKING AMONG FINANCIAL INSTITUTIONS IN TAGUM CITY
3:15-3:30	Jomar Poblacion	INFLUENCE OF FINANCIAL LITERACY AND MONEY ATTITUDE TO EMPLOYEES' FINANCIAL WELL-BEING
3:30-3:45	Reil S. Romero	OBSTACLES IN PURSUING BUSINESS AMONG ENTREPRENEURSHIP STUDENTS: AN EXPLORATORY FACTOR ANALYSIS

1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

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CLASS ROOM 2		
FACILITATOR: CAREN C. CARCUEVA		
PANEL REACTORS		
Dr. John Vianne B. Murcia and Dr. Erick T. Baloran		
1:30-1:45	Edmund L. Sanchez	LEARNING ORGANIZATION AS PREDICTOR TO ORGANIZATIONAL PERFORMANCE
1:45-2:00	Dindo L. Alcuizar	CUSTOMER SATISFACTION AMONG MALLS: A STRUCTURAL EQUATION MODELLING
2:00-2:15	Virnex R. Giamalon	INFLUENCE OF WORKPLACE FLEXIBILITY AND WORK-LIFE BALANCE ON UM NORTH
2:15-2:30	Gerick L. Broca, Angelica M. Coda, Kristopher Lloyd D. Monton, Imelda V. Isaal.	THE INFLUENCE OF ADVERTISING ON BRAND PREFERENCE AMONG CONSUMERS IN TAGUM CITY
2:30-2:45	Raiza Mae Calbonero-Narciso	WORK STRESS AND PERFORMANCE OF UM TAGUM COLEGE FACULTY
2:45-3:00	Jennifer E. Hinlo. Rex Lord V. Ranalan.	PUBLIC SPENDING EFFICIENCY AMONG SELECTED ASEAN COUNTRIES: A DATA ENVELOPMENT ANALYSIS APPROACH
3:00-3:15	Jocelyn S. Emotin, Alicia N. Sulayan.	THE INFLUENCE OF ONLINE ADVERTISING ON THE CONSUMER BUYING BEHAVIOR AMONG SMARTPHONE CUSTOMERS
3:15-3:30	Rudilene Mae Calibuso, WarlieDagooc, Kenneth Lavina, Aileen Aguilar.	SERVICE QUALITY AND STUDENT SATISFACTION ON ACADEMIC PROGRAM IN UM TAGUM COLLEGE
3:30-3:45	Marialyn C. Gonzaga	MEDIATING EFFECT OF ACADEMIC SELF-EFFICACY ON THE RELATIONSHIP BETWEEN ACADEMIC STRESS AND ACADEMIC BURNOUT OF ONLINE CLASS STUDENTS DURING THE COVID-19 PANDEMIC IN DAVAO REGION
3:45-4:00	Phoebe Gay L. Refamonte	THE INFLUENCE OF SCHOOL-BASED MANAGEMENT IMPLEMENTATION ON EMPLOYEES' PERFORMANCE

1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

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CLASS ROOM 3		
FACILITATOR: MATT ASTACAAN		
PANEL REACTORS		
Dr. Adrian A. Tamayo and Dr. Florence Kristina M. Jimenez		
1:30-1:45	Algene Nikka P. Millonte, Syrene L. Villaverde, Angela B. Salinas Kiven G. Olivar	SUPERVISOR'S SERVANT LEADERSHIP BEHAVIORS AMONG EMPLOYEES OF THREE STAR HOTELS IN DAVAO CITY
1:45-2:00	Vermie Olivar, Jehomer Zacaria, Ivan Lin Sarillana, Kymwell Hinlayagan	SERVICE QUALITY ON FOOD DELIVERY IN DAVAO CITY
2:00-2:15	Ritchel P. Villaver	COMMUNITY PARTICIPATION IN ECOTOURISM PROGRAMS AND SUSTAINABLE DEVELOPMENT AMONG IDENTIFIED ECOTOURISM SITES IN DAVAO REGION
2:15-2:30	Nexofelou R. Gono	AUTHENTIC LEADERSHIP AND ITS RELATIONSHIP TO WORK CLIMATE, EMPLOYEES' ATTITUDE AND TURNOVER AMONG HOTELS AND RESORTS IN REGION XI
2:30-2:45	Jemuel Isaac Molina, JunvyMaghuyop, Calvin Delos Santos, Allimar M. Nuevo	BACKGROUND MUSIC ON CONSUMER BEHAVIOR AMONG RESTAURANTS IN TAGUM CITY
2:45-3:00	AireenBercilla, Reynalin C. Budiao, Joanne T. Mamites	CUSTOMER INTENTION TO RETURN AS ANTECEDENT TO CUSTOMER SATISFACTION AMONG BUFFET RESTAURANTS IN TAGUM CITY
3:00-3:15	Christian Kim Y. Bagares, Angela B. Catap, Dean Jay Joshua Q. Ferraro Ritchard L. Ocio	ACQUISITION OF LEARNING DURING SKILLS EXPO: QUANTITATIVE PERSPECTIVE OF HMTM STUDENTS OF UMTC
3:15-3:30	Jimnanie A. Manigo	PERCEPTION OF FARMERS TOWARD FARM TOURISM RELATED DIVERSIFICATION
3:30-3:45	Genevieve Iraola	An Assessment of Employees Behavior among Hotels in Tagum City

1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

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CLASS ROOM 4		
FACILITATOR: EARL JONES G MUICO		
PANEL REACTORS		
Dr. Milton Norman D. Medina and Dr. Elleine Rose A. Oliva		
1:30-1:45	John Jefferson L. Dela Cruz	MICRO – LENDING BUDDY: A MONEY LENDING MANAGER APP - AN IMPLEMENTATION OF PERFORMANCE RANKING BASED ON SOCIAL COMPUTING
1:45-2:00	Benjamin Mahinay, Jr. M., Quiño, Daniel Ryan D. Mendoza, Iris Mae C.	TAMBAG: AN ONLINE COUNSELING APPLICATION FOR STUDENTS AT RISK OF DEPRESSION
2:00-2:15	Lorlie B. Andres, Benjamin M. Mahinay Jr. Iris Mae C. Mendoza	ITEM ANALYZER: AN EXAMINATION SYSTEM FOR IMPROVING PRE-BOARD QUESTIONS FOR UM TAGUM COLLEGE
2:15-2:30	Reban Cliff A. Fajardo	TOOLBOX E-RENTAL APP: A MOBILE-BASED TOOLBOX ELECTRONIC RENTAL APPLICATION WITH GEOLOCATION
2:30-2:45	Lovely L. Daffon	THE INFLUENCE OF THE USE OF INFORMATION COMMUNICATION TECHNOLOGY ON THE MEMORY FUNCTION OF 2NDYEAR COLLEGE STUDENTS
2:45-3:00	Kristie Amor V. Cruda	MAPPING OUT UM TAGUM CRIMINOLOGY GRADUATES FROM YEARS 2009-2018: BASIS FOR THE CRIMINOLOGY PROGRAM REFASHIONED PROJECT
3:00-3:15	Noel Czar Embarque., Shiela Marie Mariano., Ruby Vito., Brenda P. Añonuevo.	SUPERMAN IN SUPERMAX PRISON: A PHENOMENOLOGICAL STUDY ON THE CHALLENGES OF CORRECTION OFFICER
3:15-3:30	Larry C. Bercilla	THE SERVICES OF LUNTIANG PARAISO REGIONAL DRUG REHABILITATION CENTER FOR DRUG DEPENDENTS AND THE PERSONAL DEVELOPMENT OF THE RESIDENTS
3:30-3:45	Allyzeah Marie Azarcon., Via Baylosis., Derek Sumiga., Maria Rosalie R. Maglana.	ROTC AS MANDATORY COURSE TO ALL PROFESSION: AN INQUIRY

1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

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CLASS ROOM 5		
FACILITATOR: LARCYNEIL P. PASCUAL		
PANEL REACTORS		
Dr. Analyn A. Cabras and Dr. Ana Helen R. Lovitos		
1:30-1:45	Cyril Villa Abrille-Dampog	5S KAIZEN IN THE WORKPLACE: THE UNIVERSITY OF MINDANAO TAGUM CAMPUS
1:45-2:00	Odyssa V. Tag-at	FILIPINO TEENAGE SEXTERS; A MULTIPLE CASE STUDY
2:00-2:15	Marilyn C. Arbes	TRACER STUDY OF AB ENGLISH GRADUATES OF UM TAGUM COLLEGE (2007-2012)
2:15-2:30	Farrah Guzman-Lozano, Maria Carolina Lee Nuñez Vitor, Karyn Christlene	MUSLIM MARANAO MIGRATION: A CASE STUDY IN TAGUM CITY
2:30-2:45	Jemer A. Alimbon, Noel T. Casocot, Rex Sarvida2, Karyn Christlene A. Vitor	TRENDS IN PRODUCTIVITY OF PHILIPPINE FISHERIES FROM 2010 - 2019
2:45-3:00	Louisse Noreen T. Tapiz	ENHANCING INVOLVEMENT OF HOUSEPARENTS IN CASE MANAGEMENT
3:00-3:15	Larcyneil P. Pascual	A DISCOURSE ANALYSIS OF INTER-AGENCY TASK FORCE RESOLUTIONS DURING COVID-19 PANDEMIC
3:15-3:30	Jaymar Gaviola., Edralin Valera. Nolinon Neri.	AN ANALYSIS OF THE ANTI-MENDICANCY LAW IN THE LIGHT OF EMMANUEL LEVINAS'S PHENOMENOLOGICAL ETHICS

1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

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CLASS ROOM 6		
FACILITATOR: LADY LOU PIDO		
PANEL REACTORS		
Dr. Jerlyn G. Balones and Dr. Reita Palma		
1:30-1:45	Russel J. Aporbo	POLITENESS IN THE WORKPLACE: A DISCOURSE ANALYSIS
1:45-2:00	Antonio L. Tolentino III	WORK ADJUSTMENTS OF ELEMENTARY TEACHERS: A PHENOMENOLOGICAL INQUIRY
2:00-2:15	Henry C. Ligan	TEACHING STYLES IN RELATION TO 21ST CENTURY LEARNING AND INNOVATION SKILLS OF STUDENTS
2:15-2:30	Ken Clyde O. Longos	SELF-REGULATED ONLINE LEARNING AND STUDENTS' ATTITUDE AS PREDICTORS OF SKILL PROFICIENCY DEVELOPMENT IN MATHEMATICS
2:30-2:45	Arturo T. Fernandez	ISANG MASUSING PAG-AARAL SA MGA PILING KANTA NI FREDDIE AGUILAR: ISANG SOSYOLOHIKAL NA PAGSUSURI
2:45-3:00	Anna Marie O. Pelandas	LEARNING BEHAVIOR AS PREDICTOR OF MATHEMATICS ACHIEVEMENT AMONG GENERATION Z LEARNERS
3:00-3:15	Jelly Ann R. Candido	MATHEMATICS ANXIETY AND MATHEMATICS SELF-EFFICACY AS PREDICTORS OF MATHEMATICS TEACHING ANXIETY AMONG PRE-SERVICE TEACHERS

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DAY 2 VIA ZOOM		
CLASS ROOM 1		
FACILITATOR: PROF. RITCHEL VILLAVER		
8:00-8:30	Orientation of Panel Reactors	
8:30-8:40	Preliminaries	
8:40-8:50	Introduction of Panel Reactors	Dr. DindoSilud Prof. Cedric Ian Carlo E. Petalcorin Prof. Jesson Rey Fabian Sabado
Time	Student Name	Title
ACCOUNTING EDUCATION		
1- 8:50-9:05	Amoguis, Analyn Tababa, Danielle Joice	The Influence of Accounting Information on the Decision Making of the Owners of MSME'S in Tagum City
2- 9:10-9:25	Arlene D. Bernal Cendy Mae Joy P. Java Kunikka C. Limosnero	Absorptive Capacity as Determinant of Competitive Advantage of SME's in Tagum City UM Tagum College
3- 09:30-09:45	Coresis, Novalyn Dayoc, Rico Paulo Yuto, Jhon Kevin	Influence of Financial Literacy towards Personal Financial Decisions among Employees of UM Tagum College
4- 09:50-10:05	Rizalyn D. Cortez Chereilou V. Oculares Decyrile P. Presente	Influence of Financial Literacy towards the Saving Behavior among Employees in UM Tagum College
5- 10:10-10:25	Layla T. Dampas Dexter E. Moran Charlie A. Oppura	Financial Decision-Making: Through The Lens Of Microenterprise Owners
BUSINESS ADMINISTRATION EDUCATION		
6- 10:30-10:45	Carlo C. Batobalani Shekinah R. Ensaan Phoebe Kim L. Ursal	Employee Empowerment and Job Satisfaction of Employees in the Selected Hotels in Tagum City
7- 10:50-11:05	Dano, Sherly Mae L. Lamban, Conrad Dave S. Tambalangon, Johny Rey T.	Facebook Page Post And Online Engagement Among Young Professionals Of Businesses In Tagum City

1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

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HOSPITALITY EDUCATION		
8. 11:10-11:25	Caysheanangel P. Agpoon Alyssa May T. Camposo Lexter Brant P. Batingal	Evaluation of Destination Attributes in Tagum City: Basis For Enhancement Proposal
9. 11:30-11:45	Louise H. Rebollo Jane Aubrey O. Jadraque CataMauria B. Pama	Sanitary Practices of Small Lodging Establishments in Tagum City: Basis for Intervention Program
11:45-12:00	Awarding of Certificates Closing	

1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

Theme: Unlocking Multidisciplinary Research Through Collaboration and Innovation"

CLASS ROOM 2		
8:00-8:30	Orientation of Panel Reactors	
8:30-8:40	Preliminaries	
8:40-8:50	Introduction of Panel Reactors	Prof. Jennifer Payot Dr. Nestor Nabe Dr. Kymwell R. Hinlayagan
CRIMININAL JUSTICE EDUCATION		
1- 8:50-9:05	Kim Anthony Diano Aljwen Christian O. Remoral Jeric O. Sarno	Emotional Intelligence as Predictor on Work Performance among Traffic enforcer in Tagum City
2- 9:10-9:25	Alia, Reymart P. Meomeo, John Nino V. Betarmos, Apple Jean G.	Evaluation on Emergency Management Basis for Disaster Operation Plan
3- 09:30-09:45	Jessie L. Cajes Raymart M. Etulle Isidro I. Inson Jr.	Understanding Police Culture: A Qualitative Enquiry
ART AND SCIENCES EDUCATION		
4- 09:50-10:05	Bryan Ron C. Kaurak, Jan Vincent Leuterio, Amaya S. Ramos	English Proficiency for a Better Life
5- 10:10-10:25	Cyril S. Jagonob Jiemar T. Rosales Joana Mae E. Camacho	Language Development among Children With Autism: Basis for an Intervention Program
TEACHERS EDUCATION		
6- 10:30-10:45	Mary Jane V. Bacyao CyntalArra S. Dayag Jezzel C. Reponte	Emotional Intelligence and Classroom Management Of Teachers
7- 10:50-11:05	JovieAlcuyno Chara Mae Petarco Myra Tabamo	Counselling Children: Voices Of Guidance Counsellor Teachers
HOSPITALITY EDUCATION		

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8. 11:10-11:25	Denmark R. Decena Eden B. Fernandez Julius A. Madulara	Leadership Practices and Employee's Turnover among Restaurant In Tagum City
9. 11:30-11:45	Marich Jhon L. Diaz Esmette M. Flores Jade Reymond S. Roble	Customer Loyalty Among Open Kitchen Restaurants In Tagum City
11:45-12:00	Awarding of Certificates Closing	

PANEL REACTORS' ACADEMIC BACKGROUND



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1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

Theme: Unlocking Multidisciplinary Research Through Collaboration and Innovation"



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REVEALING PROBLEMS IN AUDITING: A QUALITATIVE INQUIRY

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ABSTRACT

Auditing existed mostly as a process to continue governmental accountancy, and private businesses; record-keeping was the basis. This phenomenological study aims to reveal the problems encountered by the external auditors during their audit work and how they cope up with the challenges. To gather information's, we used qualitative approach and interviewed 14 participants, 7 for in-depth and 7 for focus group. Through the data bases of in-depth interview and focus group discussion, triangulation of the data was made. The result classified into 15 major themes. The different problems identified are: insufficiency of document subject for auditing, improper recording, lack of experienced auditor, cooperation from clients, studying internal control, understanding the client, provision of audit plan, and determination of materiality. With the problem faces by the auditor, corresponding were the result of how they cope with challenges: alternatives procedure, employ professional judgement based on evidence, follow audit work plan, spend enough time, ask help from supervisor, stick to the materiality of the accounts, and being flexible. Moreover, this study is to extend help to those auditors who were in private practices and future CPAs.

Keyword: BS in Accounting Technology, Auditing, External Auditors, Philippines

**THRIVING TO SURVIVE: A PHENOMENOLOGICAL INQUIRY OF SME'S
SUSTAINABILITY**

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ABSTRACT

This phenomenological research focused on analyzing the experiences of SME owners as to how they were able to sustain their business for ten years or more, backed by the Sustainability Theory, the Theory of Stakeholders, and the Theory of Entrepreneurship. The sustainability of SMEs did not have comprehensive studies and had less documentation compared to multinational companies. For this qualitative research, we gathered 14 participants, seven for an in-depth interview, and seven for focus group discussion. Data triangulation was well observed by gathering data through in-depth interviews, focus group discussion, and the researchers as third informants. The findings were classified into significant themes corresponding to the research questions posed. Furthermore, the themes that emerged after analyzing the data gathered are: conflict with competitor, ineffective marketing strategy, the faithlessness of the customers, imbalance of expenditure, lack of capital, budget the finance properly, loan in the bank, reduce some cost, increase turnovers, increase productivity, proper compliance with the implemented regulations, positively look at the business, extensively extend the patience in facing the business, and deliberately standing tall for the sake of the business. These findings provided the foundation for the business to be operative and sustainable of the SME owners.

Keywords: Bachelor of Science in Accountancy, Sustainability of SME's, Thriving to Survive , Phenomenological Inquiry, Philippines.

**INVESTMENT ANALYSIS ASSESSMENT AMONG STOCK MARKET INVESTORS IN
TAGUM CITY: BASIS FOR PROPOSED GUIDELINES**

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ABSTRACT

The study dealt on the investment analysis assessment among stock market investors in Tagum City. The primary goal of the study was to formulate guidelines based on the findings utilizing the one variable quantitative method of study with sixty (60) stock investors from different barangays in Tagum City as respondents. The weighted average or mean was the only statistical tool used for the data treatment of all the responses gathered from investors through survey questionnaires. The overall result showed a high level of investment analysis among the stock market investors in Tagum City in terms of fundamental analysis, technical analysis, and environmental analysis. Furthermore, guidelines were offered based on the findings of the study.

Keywords: Bachelor of Science in Accounting Technology, Investment Analysis, Stock Market Investors, Guidelines, Philippines

**ASSESSMENT OF ACCOUNTING SOFTWARE ON SMALL AND MEDIUM-SIZED
ENTERPRISE: BASIS FOR PURCHASE DECISION**

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Abstract

The study dealt on the assessment of the accounting software on small and medium sized enterprises in Tagum City as a basis for decision making. This study was conducted to formulate guidelines and help companies who will adapt or acquire accounting software for business purposes. This research study employed descriptive type of research with research ruled questionnaire as the main gathering tool. The participants of the study are the accountants or employees of SMEs who are involved in using accounting software in their work within Tagum City chosen by random sampling. Mean and T-test were the statistical tools used for the data treatment. Results show a high level of quality on accounting software in terms of reliability, efficiency, ease of use, data quality and accuracy. Moreover, there was no significant difference between purchase and customized accounting software according to the level of quality. In overall, the results show that the level of quality of accounting software has a great importance on SMEs as basis for decision making.

Keywords :*Bachelor of Science in Accounting Technology, Accounting Software, Small and Medium-sized Enterprises, Decision Making, Philippines*

**ASSESSMENT OF ENTREPRENEURIAL CAPABILITIES AMONG BUSINESS OWNERS IN
TAGUM CITY: BASIS FOR ENRICHMENT PROGRAM**

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Abstract

The main concern of this study is to assess the level of entrepreneurial capabilities among business owners within Tagum City and to make a proposed enrichment program plan based on the result of the study. The level of entrepreneurial capabilities is determined in terms of Advancement drive, Achievement oriented, Commitment, Decision-making ability, Managing risks, Tenacity, Networking and Optimism. The research study employs quantitative techniques with descriptive method. The data were gathered through the use of researchers-made-questionnaire validated by expert and conducted through 221 different businesses in Tagum City. The data was statistically treated with the tool of weighted mean. The assessed level of effectiveness of entrepreneurial capabilities among business owners in Tagum City scored high in terms of its Advancement drive, high in terms of its Achievement oriented, high in terms of its Commitment, high in terms of its Decision-making ability, high in terms of its Managing Risks, high in terms of its Tenacity, high in terms of its Networking and high in terms of its Optimism. Therefore, the entrepreneurial capabilities among business owners in Tagum City are effective. Moreover, a proposed enrichment program was formulated based on the results of the study.

Keywords: *BS in Accounting Technology, Entrepreneurial Capabilities, Business Owners, Enrichment Program, Philippines*

PREPAREDNESS ASSESSMENT FOR EMPLOYABILITY OF SENIOR ACCOUNTING STUDENTS : BASIS FOR ENHANCEMENT PROGRAM

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Abstract

The study dealt with the assessment of senior accounting students at UM Tagum College for employability preparedness. Its primary objective was to assess the senior accounting students' preparedness to employability and to develop an enhancement program with this assessment's result as its basis. This study used the quantitative non-experimental single-variable research design technique with the 134 senior accounting students of UM Tagum College as its respondents among the 339 of them enrolled. The tool used in the gathering of the data of this study was questionnaires and, mean was used as its statistical tool for the data treatment. With the help of statisticians' evaluation and measurement of the data, it showed an overall high-level result. This means that the senior accounting students of UM Tagum College were highly prepared for employability; highly able to communicate effectively, have strong work ethics, able to work in team, have high analytical skill, highly able to do tasks without being told to do so, have high problem-solving skill, with positive attitude and self-discipline computer-literate and, flexible work. Yet, to address the indicator or skills which got lower rates from the assessment as this in a way reflects the respondents' or students' not strong employability skills that needs improvement, an enhancement program was developed and proposed.

Keywords: *Accounting Technology, Employability, Senior Accounting Students, Enhancement Program, Philippines.*

**THE INFLUENCE OF OPERATIONAL RISK MANAGEMENT ON DECISION MAKING
AMONG FINANCIAL INSTITUTIONS IN TAGUM CITY**

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Abstract

This study dealt on the influence of operational risk management on decision making among financial institutions in Tagum City. The primary goal of this study was to determine if there is a significant relationship between operational risk management and decision making and which domain of operational risk management significantly influence decision making. This study utilized quantitative non-experimental research design using correlational technique. There were a total of 169 employees of financial institutions as respondents of the study that were chosen using random sampling. Mean, Pearson (r), and Regression Analysis were the statistical tools used for the data treatment. Results showed a very high level of operational risk management among financial institutions in terms of people, process, technology and external events. The study also showed a very high level of decision making among financial institutions in terms strategic, tactical and operational. Moreover, there is significant relationship between the two variables and people, technology and events are the domains of operational risk management which significantly influence decision making among financial institutions in Tagum City.

Keywords: *BS in Accounting Technology, Operational Risk Management, Decision Making, Financial Institutions, Philippines*

**INFLUENCE OF FINANCIAL LITERACY AND MONEY ATTITUDE TO EMPLOYEES'
FINANCIAL WELL-BEING**

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Abstract

This study aimed to determine if financial literacy and money attitude influenced financial well-being. 212 employees of Local Government Unit of Tagum City were the respondents of this research. The statistical tools used were Mean, Pearson-r, and Regression Analysis. Quantitative non-experimental research utilizing correlational technique with regression analysis was the research design of this paper. Results revealed that the level of financial literacy among employees of LGU Tagum in terms of financial attitude and financial behavior was high. The level of money attitude towards employees' financial well-being yielded a descriptive equivalent of moderate in terms of, achievement and success, saving concerns and mindful and responsible, financial status and financial literacy worries. For the level of financial well-being of the employees' in LGU Tagum, it yielded a moderate level result in terms of financial anxiety and financial security. There was a positive significant relationship between financial literacy and money attitude to employees' financial well-. However, between the two independent variables, money attitude was the only variable that influenced financial well-being among employees' of LGU Tagum.

Keyword: *MBA – Master in Business Administration, Financial Literacy, Money Attitude and Financial Well-Being, Philippines*

ENTREPRENEURSHIP STUDENTS: AN EXPLORATORY FACTOR ANALYSIS

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ABSTRACT

Entrepreneurship has been widely recognized due to its significance and contribution to economic development. Consequently, scholars are trying to point out the reasons and obstacles of an individual in starting a business. This paper aims to explore the obstacles that impedes entrepreneurship students from pursuing business. This study utilized descriptive-exploratory design involving 263 entrepreneurship students from different HEIs in Davao City. A validated, researcher-made instrument acquired from in-depth interview with 12 entrepreneurship students, different literature and related studies has been utilized. Exploratory Factor Analysis (EFA) and thematic analysis has been employed to come up with four (4) extracted constructs with a total of 17 variables qualified within the threshold of ≥ 0.50 after four rotations and iterations thus, making them the obstacles in pursuing business among entrepreneurship students. These measures are: individual entrepreneurial knowledge and skills, access to financial and human capital, prevailing economic and political conditions, and financial capacity and risk propensity.

Keywords: *Entrepreneurship students, obstacles in pursuing business, exploratory factor analysis, thematic analysis, Philippines*

**LEARNING ORGANIZATION AS PREDICTOR TO ORGANIZATIONAL
PERFORMANCE**

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Abstract

The main objective of the study is to find out what domain of Learning Organization that significantly predicts the Organizational Performance of LGU employees. Quantitative non- experimental design utilizing casual -effect was used in the study. The respondents of the study were 300 employees with diverse range of working experience. Mean, Pearson-r, and Regression Analysis were the statistical tools employed to interpret the data gathered. The findings of the study revealed a very high level of learning organization. Also revealed that the level of Organizational Performance was very high. The study confirmed that there was a significant association between supportive learning environment, Concrete learning processes and practices and leadership that reinforces learning to Organizational Performance. Also found that the domains of Learning Organization namely; supportive learning environment, concrete learning process, and leadership that reinforces learning significantly predicts the performance of the organization.

Keywords :*Master in Management, learning organization, organizational, Tagum City ,Philippines*

**CUSTOMER SATISFACTION AMONG MALLS: A STRUCTURAL EQUATION
MODELLING**

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Abstract

The main purpose of this study was to develop a model that best fits customer satisfaction with marketing mix, service quality and relationship marketing as the exogenous variables and customer satisfaction as the endogenous variable. Review of related literatures revealed that customer dissatisfaction provides for grave consequences in business. A quantitative non-experimental design utilizing correlational technique was used in this study. In arriving with the best fit model, a structural equation modelling was used. 420 mall consumers was randomly selected across Region XI. Results of the study showed a very high descriptive levels for marketing mix, service quality, relationship marketing and customer satisfaction. Results of the correlation revealed that there was a significant relationship between marketing mix and customer satisfaction; service quality and customer satisfaction; and relationship marketing and customer satisfaction. Finally, the best fit model developed in this study revealed that product, place/ distribution, trust, conflict handling and customer expectations are the predictors of customer satisfaction. Hence, customer satisfaction is best anchored on marketing mix and relationship marketing. Keywords: business administration, customer satisfaction, marketing management, structural equation modelling, Philippines

Keywords: *business administration, customer satisfaction, marketing management, structural equation modelling, Philippines*

INFLUENCE OF WORK FLEXIBILITY AND WORK-LIFE BALANCE ON EMPLOYEE ENGAGEMENT

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Abstract

The main purpose of this study was to find out whether workplace flexibility and work-life balance significantly influence employee engagement of UM North Branches employees. It was tested at 0.05 level of significance stating that there is no significant relationship between workplace flexibility and work-life balance on employee engagement and there is no domain in the workplace flexibility and work-life balance that significantly predicts employee engagement. This descriptive, correlation and casual-effect design research sought to determine if specific relationship exist between workplace flexibility and work-life balance on employee engagement. Statistical tool used to interpret the data gathered was Mean, Pearson-r and Regression Analysis. The dependent variable was employee engagement while the independent variables are work flexibility and work-life balance. Findings from the study revealed that workplace flexibility and work-life balance of employees from UM North was high and very high respectively. Although result shows that, there is no significant relationship between workplace flexibility and work-life balance on employee engagement. Furthermore, there was no domain found between the above mentioned variables.

Keywords: *Master in Management, workplace flexibility, work-life balance, employee engagement, Philippines*

**THE INFLUENCE OF ADVERTISING ON BRAND PREFERENCE AMONG CONSUMERS
IN TAGUM CITY**

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Abstract

The primary goal of the study is to determine the relationship between advertising and consumer brand preference. Snowball sampling was used to select respondents through a questionnaire, and a researcher-made questionnaire was utilized considering consumers in Tagum City ages from 18-35 years old. Mean, Pearson (r), and Regression Analysis were the statistical tools used for data treatment. The result showed a very high level of advertising. The level of brand preference was very high. Moreover, there was a significant relationship between advertising and brand preference. There are no domains of advertising that significantly influence brand preference.

Keywords: *BSBA-Marketing, Advertising, Brand Preference, Consumers in Tagum City, Philippines*

WORK STRESS AND PERFORMANCE OF UM TAGUM COLEGE FACULTY

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Abstract

The main aim of this study was to investigate the relationship between work stress and performance of UM Tagum College Faculty. The respondents in this study are the faculty members of UM Tagum College, Tagum City. The sampling technique used was the universal sampling wherein 130 faculty of UMTagum College served as respondents. The researcher utilized the non-experimental quantitative research using correlational technique as the research design, content validated questionnaire, Mean and Pearson r were the statistical tools used. Results revealed that the level of Work Stress among UM Tagum College Faculty is Moderate and the Performance variable is High. Further, no significant relationship existed between work stress and performance of UM Tagum College Faculty.

Keywords: *Work Stress, Performance, UM Tagum College, Philippines*

**PUBLIC SPENDING EFFICIENCY AMONG SELECTED ASEAN COUNTRIES: A DATA
ENVELOPMENT ANALYSIS APPROACH**

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Abstract

Efficiency of the government is one of the key issues to be taken into account in every economy. The said efficiency could be used as an indicator to evaluate the effectiveness of government policy implementation on administration, education, health, income distribution, and economic stability. This study aims to determine the efficiency of the government in the context of selected Association of Southeast Asian Nations (ASEAN) that is base also on the recommendation of the International Monetary Fund's improvement in spending efficiency. The study employs Data Envelopment Analysis (DEA), a non-parametric approach, in determining its technical efficiency score among sample countries which are Malaysia, Myanmar, Philippines, Singapore, and Thailand. Results shows that Singapore is technically efficient on Administrative and Education sectors, Philippines on Health and Economic Performance sectors, Myanmar on Distribution and Stability sectors, and Malaysia on Public infrastructure sector. Base on the Public Sector Performance (PSP) scores result it also shows that Singapore is the best performer in Administrative, Education, Public Infrastructure and Economic Performance sectors, Myanmar on Health and Stability sectors while Malaysia and Philippines in Distribution sector. The study suggests that In order to improve their efficiency level, countries that are less efficient must observed and follow the systems and operations of the most efficient ones. Policymakers should allocate more expenditure unto sectors which are relatively inefficient or should divert funds unto sectors which are inefficient from those efficient sectors.

Keywords: ASEAN, DEA, PSP Score, Public Spending, Technical Efficiency

THE INFLUENCE OF ONLINE ADVERTISING ON THE CONSUMER BUYING BEHAVIOR AMONG SMARTPHONE CUSTOMERS

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Abstract

In the modern age of consumerism, understanding how customers behave and gaining insights from them is such a valuable activity from the perspective of the marketers. The fundamental purpose of the study was to determine which domain of the online advertising significantly influence consumer buying behavior. This study employed a quantitative non-experimental research design utilizing correlational technique. Using a random sampling technique, a total of 365 consumers participated in this study. The survey was conducted at Tagum City, Davao del Norte. There are only two variables considered in this paper: Online advertising and consumer buying behavior; Intervening variables are not considered for analysis. Results revealed that online advertising is much evident as perceived by the customers. On the other hand, the consumer buying behavior towards purchasing smartphones is much observed. The statistical result further revealed that there was a significant relationship between online advertising and consumer buying behavior of smartphone customers. Among the five indicators, stimulation, brand recall, and necessity were found to have significantly predicted consumer buying behavior in purchasing smartphones

Keywords: *online advertising, consumer buying behavior, smartphones, marketing, Philippines*

**SERVICE QUALITY AND STUDENT SATISFACTION ON ACADEMIC PROGRAM IN
UM TAGUM COLLEGE**

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ABSTRACT

The core objective of this study was to determine the level of service quality and student satisfactions' on academic program among 380 college students of UM Tagum College, Tagum City. A descriptive correlational design of research using validated questionnaire, was engaged in conducting this study. After the data were statistically checked, it was found out that there is a significant relationship between service delivery and student satisfaction on academic program in UM Tagum College. It was further notice that student's satisfaction on academic programs was more evident compare to service quality emphasizing that learning and classroom environment is peaceful, clean and safe with competent lecturers using variations of teaching strategies with a touch of technology advancement and innovative learning tools were very much appreciated by the students. Accordingly, the UM admin must also take into considerations to prioritized improvements on facilities, security measurement, keeps its teaching capability, availability of staff and fair treatment to all for students to appreciate quality services offered by the school. In the regression analysis on service quality significantly influenced students' satisfaction in UM Tagum College students. It revealed that the null hypothesis of tangibility was rejected. It implied that these three indicators of independent variable had a significant influenced on students' satisfaction of UM Tagum College. While the null hypothesis of assurance and reliability was not rejected. It implied that these two indicators of independent variable had no significant influenced on the students' satisfaction in UM Tagum College.

Keywords: *Service quality, satisfaction, academic programs, Philippines*

**MEDIATING EFFECT OF ACADEMIC SELF-EFFICACY ON THE RELATIONSHIP
BETWEEN ACADEMIC STRESS AND ACADEMIC BURNOUT OF ONLINE CLASS
STUDENTS DURING THE COVID-19 PANDEMIC IN DAVAO REGION**

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Abstract

The purpose of this study was to look into the mediating effect of self-efficacy on the relationship of academic stress and academic burnout of online class students during COVID-19 Pandemic. The study employed a non-experimental design utilizing the descriptive-correlation and mediation technique. The researcher-made questionnaire was used as an instrument to collect data which were pilot tested and assessed through Cronbach's alpha in order to test its validity and reliability. There were a total 343 respondents who are the online students who are enrolled in the different universities in Davao Region, and was selected through random sampling. The result reveals that the online class students in Davao Region perceived high level of academic stress, moderate level of academic burnout, and moderate level of self-efficacy. The results also confirm the significant relationship of academic stress and academic burnout of online class students in Davao Region. Similarly, there is a significant relationship between academic stress and academic self-efficacy and finally a significant relationship between academic self-efficacy and academic burnout. Moreover, the result of the study also suggests that academic self-efficacy significantly mediates the relationship between academic stress and academic burnout of online class student in Davao Region.

Keywords: *Self-Efficacy, Academic Stress, Academic Burnout, Davao Region*

**THE INFLUENCE OF SCHOOL-BASED MANAGEMENT IMPLEMENTATION ON
EMPLOYEES' PERFORMANCE**

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Abstract

Poor teachers' performance is an unavoidable issue that created doubts on the quality of education conveyed among schools. The objective of this study was to determine which domain in the School-Based Management Implementation significantly influence the Employees' Performance in one of the municipality of Davao de Oro. The researcher used a quantitative, non-experimental research design utilizing causal effect technique. The data were gathered using downloaded, adopted, and modified questionnaire to gather the data. Using stratified random sampling, 343 public school teachers of Nabunturan District were identified as respondents. The Mean, Pearson-r and Regression Analysis were the statistical tools used to interpret the data collected. The result of the survey revealed that the level of all the indicators of School-Based Management implementation is very high. Moreover, the level of employees' performance in terms of stress and working environment is very high while workload and salary is high. It was found that there was a significant relationship between School-Based Management implementation and employees' performance. Furthermore, management of resources was the best domain in the school-based management implementation that significantly influenced the employees' performance. Thus, the researcher recommends to engage the teachers in the planning and utilization of school resources.

Keywords: *Master in Public Administration, school-based management, employees' performance, Philippines*

SUPERVISOR'S SERVANT LEADERSHIP BEHAVIORS AMONG EMPLOYEES OF THREE STAR HOTELS IN DAVAO CITY

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ABSTRACT

This study aimed to determine the perception of supervisors' servant leadership behaviors among 400 employees of three-star hotels in Davao City. The perception of the supervisors' servant leadership behaviors was chosen based on behaving ethically, conceptual skills, empowering, creating values for the community, helping subordinates grow and succeed, emotional healing, and putting associates first. This study employed non-experimental design utilizing descriptive survey method technique. Google forms were being utilized to distribute survey questionnaires in chosen hotels in Davao City via an online survey. The statistical used were mean, T-test and ANOVA. Using ANOVA, the results of the study revealed that supervisors' servant leadership behaviors regarding the length of service, marital status, and work department have no significant difference. Whilst, there is a robust evident relationship between supervisors' servant leadership behavior towards the respondents' age.

Keywords: *Perception, Servant Leadership, Behavior, Philippines*

SERVICE QUALITY ON FOOD DELIVERY IN DAVAO CITY

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Abstract

The study aimed to investigate the level of service quality on food delivery customers in Davao City in terms of availability, perceived risk, easy to use, compatibility of mobile service, and entertainment services. This study employed non-experimental design utilizing descriptive survey method technique. The statistical used were mean, Pearson r, T-test, and ANOVA. An online survey through google forms were being utilized to distribute the survey questionnaire to the food delivery customers in Davao City. In multiple comparison, the result of the study shows that most of the respondents who utilize mobile service quality on food deliver services are college level and college graduates or professionals. The result of the study shows that there is a very high level of quality service on food delivery business in Davao City. The result of the study shows that the service quality on food delivery regarding age, civil status, and food delivery has no significant difference. On the other hand, there is a significant difference on the service quality of food delivery when analyzed according to sex, and educational attainment.

Keywords: *Service quality, food delivery, Davao City, Philippines*

COMMUNITY PARTICIPATION IN ECOTOURISM PROGRAMS AND SUSTAINABLE DEVELOPMENT AMONG IDENTIFIED ECOTOURISM SITES IN DAVAO REGION

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ABSTRACT

The study aimed to determine the correlations between community participation in ecotourism programs and sustainable development among identified ecotourism sites in Davao Region and examine how a given degree of community involvement may affect its residents from a sustainable ecotourism development perspective. The sequential explanatory research design was used to explain further and interpret the findings gathered from the quantitative stage. The process of gathering the data was based using questionnaires and interviews. There were 400 residents for quantitative data and seven (7) residents for qualitative data in Davao Region as the research respondents and participants, selected through the quota sampling technique. The research instruments used were a researcher-made survey questionnaire and in-depth interview. The statistical tools used in the study were Median, Kruskal-Wallis, Spearman's Rank-Order, and Multiple Regression Analysis. Data revealed that community participation in ecotourism development was high and high for sustainable development. Moreover, the study's findings show a significant relationship between community participation and sustainable development. Further, it was also revealed that community participation in terms of the benefits of ecotourism significantly influences sustainable development. Consequently, community participation in consultation in decision-making, tourism activities, awareness, and tourism benefits were the factors identified that could increase community participation in the region. Lastly, four essential themes were formed from the key informants' recommendations to improve ecotourism in Davao Region. These are tourism activities, socio-culture, facilities, and training.

Keyword: *Tourism Management, Ecotourism, Community Participation, Sustainable Development, Tourism Planning and Development*

AUTHENTIC LEADERSHIP AND ITS RELATIONSHIP TO WORK CLIMATE, EMPLOYEES' ATTITUDE AND TURNOVER AMONG HOTELS AND RESORTS IN REGION XI

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ABSTRACT

The purpose of this study was to develop an enhancement program that best fit for hotel and resort industry in Region XI. This study used sequential mixed method particularly explanatory research applying both quantitative and qualitative techniques in determining the level and views of hotel and resort staff to the drivers that influence the authentic leadership of hotel and resort managers to employees' attitude and employees' turnover in selected hotels and resorts in Region XI. Descriptive, correlation and causal methods were used to describe the level of the variables, to test whether authentic leadership correlates to work climate, employees' attitude and employees' turn-over and also to test what domain that significantly influence authentic leadership to work climate, employees' attitude and turnover. Quantitative data were gathered through the use of survey questionnaires distributed to 455 hotel and resort staff and qualitative data gathered from 8 participants for in-depth interview from the selected hotels and resorts in Region XI. Median, Kruskal Wallis, Spearman-rho and Regression Analysis were the statistical tool used by the researcher. The findings revealed that authentic leadership of hotel managers and resorts is on high level or much evident. The hotel and resort managers' work climate, employees' attitude and turnover are also on high level or much felt by the hotel and resort staff. In multiple correlation analysis, indicators of authentic leadership had significant results on work climate, employees' attitude and turnover therefore authentic leadership correlates to its dependent variables. Regression results indicate that inner voice, outer voice, organizational culture, nature of task of and work activities and managerial values and experience are the predictors of authentic leadership to work climate, employees' attitude and turnover among hotels and resorts in Region XI. Further investigation done through interviews revealed that participants identified major themes: setting good example, intelligence, confidence, sociable and integrity are the factors that affects employees' attitude and open communication, teamwork, motivator and respect for diversity are the factors/drivers

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that hotel and resort staffs retain on their job. Lastly, a leadership and team-building enhancement grounded on the results and predictors of authentic leadership was developed and proposed.

Keywords: *authentic leadership, work climate, employee's attitude, turnover, hotels and resorts, Region XI, Philippines*

**BACKGROUND MUSIC ON CONSUMER BEHAVIOR AMONG RESTAURANTS IN
TAGUM CITY**

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ABSTRACT

This study aspired to evaluate and determine the relationship between background music and consumer behavior among restaurants in Tagum City. The quantitative non-experimental design utilizing descriptive-correlation was used in the study. The respondents of the study were the 150 restaurant goers/customers. Mean and Pearson-r were the statistical tools employed to interpret the data gathered. The findings of the study revealed a high level of background music among restaurants in Tagum City in terms of music volume and music tempo, while very high level interms of familiar songs. It was also revealed that consumer behavior was evident in terms of in terms of brand satisfaction, corporate image and quality service. The result of the study confirmed that there was a significant relationship between background music and consumer behavior among restaurants in Tagum City.

Keywords: *Background Music, Consumer Behavior, Restaurant,.*

**CUSTOMER INTENTION TO RETURN AS ANTECEDENT TO CUSTOMER
SATISFACTION AMONG BUFFET RESTAURANTS IN TAGUM CITY**

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ABSTRACT

This descriptive-quantitative research study was centralized on determining the significant relationship of customer intention to return as an antecedent through the levels of customer intention to return and customer satisfaction. Two hundred (200) customers from four different buffet restaurants in Tagum City responded to the five-point scale survey-checklist used for data collection. Treated by mean and Pearson-r value, data found out that there was a high level of customers' intention to return to buffet restaurants in terms of the service quality, food quality, atmosphere, and the price and value. There was also a high level of customer satisfaction in terms of word of mouth and loyalty. Therefore, there was a significant relationship between customers who intended to return as an antecedent to customer satisfaction among buffet restaurants in Tagum City.

Keywords: *customer intention to return, customer satisfaction, buffet restaurant, Tagum City, Philippines*

**INFLUENCE OF GREEN PRACTICES IMPLEMENTATION TO GUESTS' SATISFACTION
IN HOTELS AND RESORTS IN REGION XI**

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ABSTRACT

The purpose of this study is to examine green practices implementation in selected hotels and resorts in Region XI and the influence of green practices implementation on customer satisfaction. A total of 527 guests of different hotels and resorts answered the questionnaire and 7 participants for the focus group discussion. Guests have high and low ratings on hotel / resort green practices implementation. As much as environmental preservation is concerned, it has been a challenge to every hotel and resort the sustainability of its green initiative and the extensiveness of its implementation. Policy calls in the delivery of hotel services is to provide the services the guests expected and at the same time will not jeopardize the environment. The most frequently discussed green practices are ' signage and reminders,' water efficiency scheme,' use of recycled materials,' garbage segregation,' power & water conservation,' application of environmental measures' and' use of environmentally friendly materials.' "Environmental policy and behavior," "transportation" and "green procurement" have a major impact on the general satisfaction of hotel customers. This research offers data on the application in chosen hotels and resorts of green practices and their effect on customer satisfaction. More importantly, this research examines the contribution to client satisfaction of distinct kinds of green practices. Since not randomly chosen the green hotels examined in this research, the findings should be interpreted with caution. Different practices have varying impacts on customer satisfaction, so when implementing these green practices, hoteliers should refine their green policies. The connection between green practices and customer satisfaction has been examined by very few researchers. Specifically, there is still a gap in what kind of green practices impact customer satisfaction and whether

distinct rates of green practices impact customer satisfaction differently. This study examines the real experiences of visitors and fills the research gap above.

Keyword: *green practices, customer satisfaction, hotel, resorts, Region XI, Philippines*

**SKILLS EXPOSITION OF HOSPITALITY AND TOURSIM MANAGEMNT: BASIS FOR
ENHANCEMENT PROGRAM**

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ABSTRACT

The research is conducted to determine the qualities of student of hospitality of management in University of Mindanao Tagum College. This study was using a quantitative non-experimental research design in order to obtain the needed descriptive information regarding the level of skills exposition of hospitality management: basis for enhancement program. For the statistical treatment of data, the following tools were used; average weighted mean, this was used to determine the capabilities of students engaging in the skills exposition in University of Mindanao Tagum College. Anova-test, this was used to find out if survey or experiment result are significant. The respondents' level on the skills exposition of hospitality and tourism management is very high. For the recommendations, UM Tagum College – College of Hospitality and Tourism (CHAT) may continue the skills exposition which exhibits the skills, knowledges and values of the HRM and Tourism students to produce college who are more competent than other schools in the world of services.

Keywords: *Hospitality Management, Skills Exposition, The Philippines.*

PERCEPTION OF FARMERS TOWARD FARM TOURISM RELATED DIVERSIFICATION

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ABSTRACT

The need to know the perception of farmers toward farm tourism related diversification arises with the ageing of farmers in the Philippines. The government acknowledges the lucrativeness of farm tourism to collectively counter the problems like food security and unemployment. This study was conducted to determine the influence of attitude, subjective norm, perceived behavioral control, self-identity, intangible and tangible resources on farmers' perception toward farm tourism related diversification. Further, this also sought to investigate the moderating effects of years of a farm operation or farm (firm) age and membership tenure in a cooperative and association. Respondents of the study are Banana, Coffee, and Cacao farmers in Region XI, who received initial intervention from the Department of Agriculture RFO XI as of June 2019. This is a quantitative descriptive-correlational type of research that employed statistical treatments, including descriptive statistics, Pearson r Correlation, Step-wise Multiple Regression Analysis, and Hierarchical Multiple Regression Analysis. The study revealed that there is a significant relationship between the variables in behavioral components, strategic resources, and the perception of farmers toward farm tourism related diversification. The tangible resources, perceived behavioral control, self-identity and intangible resources best influence the perception of farmers toward farm tourism-related diversification. Moreover, the years of a farm operation or farm (firm) age and membership tenure in a cooperative and association do not have moderating effects.

Key Words: *Theory of Planned Behavior, Resource Based Theory, Perception, Related Diversification, Farm Tourism,*

**MICRO – LENDING BUDDY: A MONEY LENDING MANAGER APP - AN
IMPLEMENTATION OF PERFORMANCE RANKING BASED ON SOCIAL COMPUTING**

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Abstract

In today's generation the large scale of business and services are found in online and mostly it is generated in social media. The advantage of this kind of method is you can easily market and connect to everyone and it's very convenient because you can publish your product with no any cost of money. The proponent conduct a research about an application than can help everybody to automate loan application for micro lenders. The researcher suggested that this kind of application is efficient if it is more like a dream come true for micro lenders to use an application to automate loan process. The proposed study enhanced various ideas and blended concepts from different related topics about this social media job and services finder and application to produce an essential output. The target of this project is for those who are having a hard time finding a job and a reliable service worker, this helps them to have a suitable and reliable information. This research shows a great improvement and performs well by using different methods and enhance various techniques to produce a better and essential output. The study shows also innovation by merging and improving various ideas to generate an organized and classified product.

Key terms: *Lender, Borrower, Loan, Diminishing and Flat Rate Interest*

**TAMBAG: AN ONLINE COUNSELING APPLICATION FOR STUDENTS
AT RISK OF DEPRESSION**

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Abstract

The implementation of actual face-to-face private counseling by guidance personnel to students at risk of depression have become difficult due to COVID-19 pandemic. Students who are suffering from anxiety and depression find it difficult to reach out to guidance personnel. The latter also find it difficult to reach out and monitor students suffering from depression. This study aims to develop an online counseling application for students at risk of depression and allows guidance personnel to monitor the student's level of improvement. Rapid Application Development (RAD) was used as a methodology in developing the application. Black box testing have been employed to ensure that the application works accordingly. Software testing results showed a high-level of acceptance among users. On this note, it is important that despite the COVID-19 pandemic, students' mental health should be addressed by creating an online platform where students and guidance personnel can interact and address depression-related issues.

Keywords: *Online counseling, depression*

**ITEM ANALYZER: AN EXAMINATION SYSTEM FOR IMPROVING PRE-BOARD
QUESTIONS FOR UM TAGUM COLLEGE**

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Abstract

Pre-board examinations allow students to determine their level of performance prior to taking the board examination. In most institutions, pre-board examinations are done using the traditional method. Generation of questions and item analysis are performed manually by the pre-board coordinator. With this, generation of pre-board examination results and overall performance report takes days to complete. Furthermore, determining which items to be removed, retained or revised for the purpose of improving the pre-board examination is a difficult task for pre-board coordinators. The objective of this study is to create a computerized examination system with item analyzer for improving pre-board questions. Traditional waterfall method was employed as the methodology in developing the software. Black box was used as a testing method to determine that the system works accordingly. Results show a high level of acceptance among users. With this, users find the usefulness of the application as a way of improving the process of conducting pre-board exams as well as in improving the pre-board questions for future takers.

Keywords: pre-board examination system, item analyzer

**TOOLBOX E-RENTAL APP: A MOBILE-BASED TOOLBOX ELECTRONIC RENTAL
APPLICATION WITH GEOLOCATION**

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ABSTRACT

Due to the increasing technological and economic advancement in the Philippines, this phenomenon has also given rise to many opportunities in mobile e-commerce. Mobile e-commerce has dramatically increased due to the reason that the function of mobile phones and computers are combined. The number of mobile users in the Philippines keeps on increasing each year. As of 2019, there were nearly 169 million mobile subscribers in the Philippines. More and more Filipinos are accessing the internet through their mobile phones than through desktop personal computers. With this, an increase in the demand for mobile transactions is dominant in the country. This is highlighted by the widely cited paper from more than 90% of Southeast Asia's internet users are using smartphones as their primary device, with an increasing trend of customers increasingly preferring to use mobile transactions. One of the highlighted businesses in this study is the equipment and tools rental industry in Tagum City. Unfortunately, most commercial transactions in Tagum City still rely heavily on cash to cash basis as they do not use any rental apps. There are at least 223 visible auto supply and shops in Tagum City that offer equipment and vehicle tool items for customers. The majority of these companies do not use any tool-rental specific mobile system in their daily transactions nor familiar with any rental application since they only tried social media in posting their items online, transact through chat or deal walk-in customers. This study aimed to develop a mobile-based application based on android that automates the tool-rental transactions of the automotive industry in the Philippines, specifically

in the locality of Tagum City. The application provides a more efficient way of searching for nearby shops and tool-related items based on user location with the integration of Google Maps Platform as the main platform to provide the different technologies: Geolocation API, Geocoding API, and Directions API to perform various location-based processes. The application integrates a mobile payment method other than cash basis with the use of the Braintree Payment Gateway API to connect their bank accounts. It also uses the One-Time Password (OTP) authentication based on Google Firebase sub-features, alongside the Firebase Realtime Database as the backend database of the system. A 5-star rating scale method is used for the rating and review of each transaction and is calculated using the Weighted Arithmetic Mean Algorithm. The researcher has conducted the qualitative and quantitative methodology by doing a focus group discussion and survey to the selected respondents. The researcher has implemented the Agile Scrum Methodology in developing the application to create working modules in different short cycles. Series of testing was conducted on mobile applications to test the compatibility and accuracy of the system. As the researcher introduced the application to their target audience, the users have given recommendations for future improvements of the study. This research shows a great enhancement and performs accordingly by using different methods to improve various techniques to produce a better and essential output. The study shows also innovation by merging and improving various ideas to generate an organized and classified product.

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Keywords: Toolbox Rental, OTP, Google Maps, GPS, Geolocation, Braintree Payment

**THE INFLUENCE OF THE USE OF INFORMATION COMMUNICATION
TECHNOLOGY ON THE MEMORY FUNCTION OF 2ND YEAR COLLEGE STUDENTS**

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Abstract

The objective of this study was to find out what domain in the use of information communication technology (ICT) significantly influences the memory function of 2nd year college students. The researcher used a quantitative, non-experimental research design utilizing causal effect technique in research and utilize downloaded, adapted, and modified questionnaire to gather the data. The respondents of this study were the 344 2nd year college students enrolled on any course of a college institution. Mean, Pearson-r, and Regression Analysis were the statistical tools used to interpret the data collected. The result of the survey revealed that the level of use of information communication technology with regards to e-mailing, media sharing, text messaging, video gaming, social media, phone calling and television viewing is high. Also, the level of memory function in terms of retrospective function, remembering past events and mnemonics usage is high. It was found out that there was a significant relationship between the use of information communication technology and memory function. Furthermore, e-mailing and phone calling both were the domains in the use of information communication technology that significantly influence the memory function of the 2nd year college students.

Keywords: *MAED – Educational Management, Information Communication Technology (ICT), memory function, college students, Philippines*

MAPPING OUT UM TAGUM CRIMINOLOGY GRADUATES FROM YEARS 2009-
2018: BASIS FOR THE CRIMINOLOGY PROGRAM REFASHIONED PROJECT

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Abstract

A non-experimental quantitative research method using a descriptive approach was employed to answer the objectives of this graduate tracer study. A total of 204 graduates from the University of Mindanao- Tagum College from 2009 until 2018 were subjected through stratified random sampling to answer an adapted survey questionnaire from the CHED-prescribed tracer study instrument. The items in the questionnaire described the respondents' demographics, including their current status of employment or self-employment. After retrieving the questionnaires, the responses were tabulated, analyzed, and interpreted. The study's findings conclude that the graduates' employability depends not only on the qualities and characteristics of the individual graduates, such as subject knowledge, experience, skills, and personality traits but also on the faculty, curriculum, and education in the university systems. The use of a graduate tracer study (GTS) was a suitable tool in profiling the graduates in SY: 2008-2019 and in determining the institutional capability of the University of Mindanao- Tagum College. Hence, the current curriculum under the BS Criminology program of the university is highly relevant in preparing students and graduates to meet the demands of their preferred industry.

Keywords: *criminal justice, criminology graduates, program enhancement, Philippines*

**SUPERMAN IN SUPERMAX PRISON: A PHENOMENOLOGICAL STUDY ON THE
CHALLENGES OF CORRECTION OFFICER**

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Abstract

This phenomenological study aimed to explore the correction officers' experiences on securing the super maximum PDLs who were incorrigible and classified as having the highest degree of security in Davao Prison and Penal Farm. The data were collected based on the personal experiences, coping mechanisms and insights of the correction officers. The study employed In-Depth Interview (IDI) and Focus Group Discussion (FGD) that generated various themes from the statements of the research participants. They stated that while performing their duty they experienced Unavoidable Trouble in Jail and encountered Stubborn PDLs during lectures but in line with their responsibility they had to Follow Rules and Guidelines in handling the PDLs. Correction officers overcome the stress of handling super maximum PDL by Upholding their Sworn Statement in becoming Correction Officer, Relieve in the Stress work and by Listening to what PDLs shared to them. Through their personal account, correction officers learned to Normalize the severity within the vicinity by having Visibility on task force and to Gamble with the Dangerous Work. This study implied that Corrections officers assigned to super maximum prison compound must be courageous enough in dealing with every situation inside the compound.

Keywords: *Superman, Supermax prison, Correction Officers, Philippines*

**THE SERVICES OF LUNTIANG PARAISO REGIONAL DRUG REHABILITATION CENTER
FOR DRUG DEPENDENTS AND THE PERSONAL DEVELOPMENT OF THE RESIDENTS**

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Abstract

The connection between drug abuse and crime is well known - one-half to two-thirds of inmates in jails and State and Federal prisons meet standard diagnostic criteria (DSM-IV) for alcohol/drug dependence or abuse. Yet only 7% to 17% of these prisoners received treatment in rehabilitation center, that most of the over 650, 000 inmates released back into the community each year have not received needed treatment services. The objectives of this study were to determine the significant relationship between the extent of the services of Luntiang Paraiso

Regional Drug Rehabilitation Center/ Mindanao Training Center for the Therapeutic Community Approach Modality for Drug Dependents and the level of personal development of the residents.

The researcher used the Descriptive –correlation design. The mean, t-test, Analysis of Variance

(ANOVA) and Pearson -r were the statistical tools used to interpret the data collected. The result of the survey revealed the extent of the services of Regional Drug Rehabilitation Center/Mindanao Training Center for the Therapeutic Community Approach Modality for Drug

Dependents in terms of education, spiritual, health and social is very high. Moreover, the personal development of the residents of Regional Drug Rehabilitation Center/ Mindanao Training Center for the Therapeutic Community Approach Modality for Drug Dependents in terms of psychological, physical, social and spiritual is of very high level. It was also found out that the extent of the services of Regional Drug Rehabilitation

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Center/ Mindanao Training Center for the Therapeutic Community Approach Modality for Drug Dependents has a correlation to the level of personal development of the residents. Thus, the researcher recommends that the personal development of the residents shall be sustained by exposing them to the various development programs.

ROTC AS MANDATORY COURSE TO ALL PROFESSION: AN INQUIRY

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Abstract

The purpose of this qualitative phenomenological study was to explore the difficulties faced by school force offering ROTC as Mandatory Course to all programs, how do they cope with the difficulties in offering ROTC to all programs and insights of school's force on ROTC as Mandatory course to all program. The validated interview guide was used to get responses from the informants, seven (7) for the in-depth interview and seven (7) for the focus group discussion (FGD). Seven essential themes emerged on the difficulties faces by the school about the ROTC Mandatory namely: implementation for disciplinary action, unavailability of material, active participation for natural phenomena, willingness of the parents, inhibition of the students towards the course, health readiness of the students towards the program and implementation for a responsible citizen. On how they cope up, five essential themes emerged namely; acceptance from result-based orientation, proper orientation on the program, privilege for the students, preparedness of the individuals in case of calamity and cooperation of students and parents. Lastly, the insights they could share three essential themes emerged namely; develop self-composure, preparedness of become holistically develop and develop the self-independency. Finally, this study provided important implications, meaningful insights, and vital related topics, which necessitate future undertakings.

Key terms: *ROTC, Mandatory Courses, Qualitative Phenomenology*

5S KAIZEN IN THE WORKPLACE: THE UNIVERSITY OF MINDANAO TAGUM

CAMPUS

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ABSTRACT

The study was conducted to determine the level of adoption of the 5S Kaizen practices among the University of Mindanao Tagum Campus employees in terms of set, sort, standardize, systematize and self-discipline. Moreover, it also determined the level of outcome of the practices on the employees in terms of safety, productivity, discipline, motivation and time management. The study used a survey questionnaire in gathering the data and relevant information from the 100 respondents of the University of Mindanao Tagum Campus in Tagum City. The data gathered were analyzed using descriptive statistics to describe the profile of the University of Mindanao Tagum Campus employees and to determine their level of adoption on the 5S Kaizen practices as well as the level of outcome on the practices. Moreover, the One-way Analysis of Variance (One Way ANOVA) and t-test were employed to determine the mean difference on the level of adoption according to category while correlation statistics was used to determine whether a significant relationship exist between the level of adoption of 5S Kaizen practices and the level of outcome. Findings of the study showed that female respondents outnumbered the male respondents, most of them are ages 31 to 40 years old, most of the employees acquired college degrees and most of them have served the university for less than 10 years. Results revealed that the overall mean for the level of adoption of 5S practices in the workplace was high. Results revealed that the overall mean for the level of outcome of the 5S practices was high. Results revealed that among the indicators on the level of adoption only sort showed significant difference to the employees. Other indicators such as

set, standardize, systematize and self-discipline did not differ significantly. Furthermore, it also revealed that on the level outcome such as safety, productivity, discipline, motivation, and time management, there is no significant difference when grouped to teaching and non-teaching. Finally, the study showed a significant relationship between level of adoption and level of outcome.

Key words: *5s, Workplace, employee practice and ANOVA*

FILIPINO TEENAGE SEXTERS; A MULTIPLE CASE STUDY

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ABSTRACT

The main purpose of this qualitative case study was to provide understanding of the complex nature of sexting and the role of mobile technology within the teen peer networks. This study employed multiple case study involving teens whose ages were 13-19 years old. Data was gathered through in depth interview. It was revealed that teenagers engaged in this kind of activity because of puberty, influence by peers, long distance relationship with their partners, boredom and to receive free load. It was also revealed that they have ways to manipulate others through sexting by finding their sexting partners in social networking sites where they posted and gave their numbers and sometimes teased their sextmate and tempt them to engage in sexting.

Key terms: *Sexting, Teenagers, social media and Multiple Case Study*

**TRACER STUDY OF AB ENGLISH GRADUATES OF UM TAGUM
COLLEGE
(2007-2012)**

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ABSTRACT

The primary objective of this study was to trace the AB English graduates of UMTC from the school year 2007 – 2012. This study employed a descriptive research design. The study utilized the standardized questionnaire for the Alumni Tracer Study (ATS) coming from the University of Mindanao Research and Publication Center (RPC). The survey was designed to draw out information about the respondents on their demographic profile, employability, education and training, and volunteerism and leadership. Findings revealed that the graduates gained employment within six months after their graduation, and they acquired a job related to their course. In terms of community involvement, the respondents are very much engaged in community affairs. It was also evident that most of the respondents received awards, such as; Leadership Excellence Awards, International Service Award, and Youth Leadership. It also projects that they involve themselves in volunteer work. AB English graduates, as traced in this study, portray an excellent result in terms of employability, leadership performance, community involvement, and volunteerism.

Keywords: *Tracer Study, AB English Graduates, UM Tagum College, Philippines*

MUSLIM MARANAO MIGRATION: A CASE STUDY IN TAGUM CITY

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ABSTRACT

This study is about the migration of Maranao to Tagum City from 1965 to 2011. It aimed to find the push factors in Lanao and pull factors in Tagum and looked into the historical background of these two areas that contribute to the Maranaos migratory decision to move out from their places of origin and choose Tagum City as their places of destination. It looked into the Maranaos migrants' activities, contribution and changes they brought to Tagum City from 1965 to 2011. The researcher used multiple sources of data, primarily oral history from Maranao migrants and non-Maranao respondents. The data gathered from the interviews were corroborated with library works and government records. The provinces of Lanao, a home to the Maranaos, have a long history of conflict. It directly or indirectly affected the economy, security, and lack of social opportunities that led some Maranaos to leave their place of origin. They then migrated to Tagum by economic pull factors in some categories, especially the thriving business climate in the area. Peace and order and socio-cultural partially influenced the migration of the Maranaos in moderate level. Geographical dislocation did not result to the discontinuities of the Maranaos' culture and the practice of Islam. They built their homes, mosques and engaged in business activities. All respondents easily adjusted to the host community because the hosts were hospitable and friendly. Tagum City, as a host community, benefitted from the Maranao migrants because of their entrepreneurial skills, socio-cultural and demographic contributions and political stability to the area's development and growth.

Keywords: Maranao, culture, history and Migrants

TRENDS IN PRODUCTIVITY OF PHILIPPINE FISHERIES FROM 2010 - 2019

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ABSTRACT

Philippine fish production has changed significantly over the years and that several factors influence it. This paper described the trends in productivity of Philippine fisheries per sector and major geographic areas from 2010-2019. Also, it aimed to forecast the annual fisheries production in the next three years. Secondary data obtained from the Philippine Statistics Authority (PSA) was analyzed using descriptive statistics and simple linear regression analysis. It was found that the total Philippine fisheries volume of production declined by 14.43% over these years. Of the three sectors, commercial fishery suffered the largest decline. When analyzed per major geographical areas, Visayas registered the most significant decline in production. Further, this paper found out that time significantly predicts the volume of fishery production. It was forecasted that by the end of 2022, the Philippine harvest is approximately $3,973,333.39 \pm 104,196.72$ t of fishery resource equivalent to a production volume decline of 10.03% against the 2019 actual data.

ENHANCING INVOLVEMENT OF HOUSEPARENTS IN CASE MANAGEMENT

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ABSTRACT

A houseparents' role is significant in handling cases of neglected and abused children in residential care facilities. However, only little attention is given to the role. The aim of this study is to understand the process of case management in collaboration of the multidisciplinary team in residential care for children in need of special protection using an archival approach. A purposive sampling technique was used to identify the participants in this study and content analysis were utilized as its data analysis procedure in order to contextualize themes and subthemes that are in accordance with the case management process of the institution. Results show that measuring needs of the child, the interaction of the child's social systems such as community, family, and school system, and the basic and psychosocial needs in residential care are important contributors to children in need of special protection in doing case management which houseparents can directly be involved.

Keywords: *Houseparent, Case management, Residential Care Facility*

**A DISCOURSE ANALYSIS OF INTER-AGENCY TASK FORCE RESOLUTIONS DURING
COVID-19 PANDEMIC**

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ABSTRACT

The Inter-Agency Task Force (IATF) manages the Emerging Infectious Diseases (EID) in the Philippines under Executive Order No. 168, s. 2014. They establish a system to screen and assist Filipinos suspected or confirmed infected with nCoV-19 and release resolutions during a pandemic. This qualitative study employed discourse analysis to examine the linguistic features, rhetorical elements embedded in the language used, extract the powers asserted, and ideologies professed in the said resolutions. The research materials came from the 82 resolutions released between January 2020 to October 2020. The study utilized the Systemic Functional Linguistic Theory to uncover the linguistic features. Results revealed that the dominant transitivity process under ideational metafunction was on the existential process followed by material, mental, verbal, and relational. For the interpersonal metafunction, results exhibited an abundant usage of modality, which is of high, median, and low value. Also, for the textual metafunction, conjunctive elements were evident. The rhetorical features identified were logos, pathos, ethos, and kairos. Lastly, the IATF asserted expert, legitimate, referent, reward, and coercive powers and professed truth and justification ideologies under the epistemological category.

Keywords: *Applied Linguistics, Metafunctions of language, Systemic FunctionalLinguistics, Asserted Power, Professed Ideology, Philippines*

AN ANALYSIS OF THE ANTI-MENDICANCY LAW IN THE LIGHT OF EMMANUEL

LEVINAS'S PHENOMENOLOGICAL ETHICS

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ABSTRACT

This thesis utilizes Emmanuel Levinas's phenomenological ethics to critique the anti-begging law. It argues that the philosophical underpinnings of the latter harm, objectify, and violate the alterity of the destitute Other. Levinas's philosophy has juxtaposed the Western theories for the latter regards the subject as a thinking self that can completely know exteriority which objectifies the *face of the Other*. The researchers contend that Levinas's ethics will be of significance in criticizing the law on anti-begging inasmuch as it has been significant as a critique of the Western preoccupation of the self. The government provides specific programs that help the mendicants. Nevertheless, they are inconsistently done and are designed solely for the benefit of the minors and senior citizens; the government places too much burden on the destitute Others (mendicants) as they are punished through imprisonment for days, fines, and/or through rendering community service. In combating the issues brought about by begging, there is another way available without using violence: extending government programs to all mendicants. Not all are capable of self-reliance. The self and the other, therefore, must never be treated as if they are similar: just because the self can, does not mean that so can the Other. Moreover, the ethical relation between the self and the Other is hindered because of some of the provisions of the law. This research resolves this issue to retain the relationship between the ethical subject (self) and the Other. The mendicants are worthy to be helped and revered because they, too, are human beings. In times that the government fails to do its duty toward the Other, the self must not be hindered in doing

1ST INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONGRESS (IMRC 2021)

Theme: **Unlocking Multidisciplinary Research Through Collaboration and Innovation**"

one's responsibility, through *face-to-face* relation, toward the destitute Other.

Keywords: *Ethics, The Other, Anti-Mendicancy Law, Levinas, Infinity*

POLITENESS IN THE WORKPLACE: A DISCOURSE ANALYSIS

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ABSTRACT

The study aimed to investigate the face-threatening acts in terms of positive and negative wants and to determine how interactants exhibit face-saving acts in conversations. The study used of discourse analysis as a method of analyzing the recorded and transcribed conversations with FGD and in-depth interviews to ensure the validity of data source. The researcher classified, analysed, and interpreted the gathered data from the casual conversations among the faculty of Compostela Valley State College. The results showed that FTA's which cause damages on the hearer's positive face are insults, complaints, disapproval, rejections, bringing of bad news, boasting, inattentions, non-cooperation, unleashing of negative emotions, and challenges. Face-threatening acts which cause damages on the speaker's positive face are self-humiliation, acceptance of compliments, and confessions. The FTA's which cause damages on the hearer's negative face are suggestions, promises, requests, threats, challenges, dares, reminders, compliments, offers, and suggestions. While the negative FTAs on speaker's face are expression of negative emotions, accepting compliments, and succumbing to the power of the hearer. Results revealed that the faculty members of Compostela Valley State College exhibited both positive and negative politeness strategies in order to mitigate the FTAs they have committed while engaging in casual conversations.

Keywords: *Face-Threatening Acts, Face-Saving Acts, faculty, interactants Compostela Valley State College*

WORK ADJUSTMENTS OF ELEMENTARY TEACHERS: A PHENOMENOLOGICAL

INQUIRY

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ABSTRACT

This study unveiled the lived experiences and adjustments of elementary education teachers assigned to teach in college. The study used a qualitative method of research employing a phenomenological approach. Five participants were chosen using purposive sampling. They were previously elementary teachers but currently teaching in college. Thematic analysis was used to identify the themes. The result showed that the participants experienced many problems like academic preparation, managing students' absenteeism, the appropriateness of teaching strategy to use, and the challenge on professionalism. Moreover, the participants coped with the problem by strengthening time management, intrinsic motivation, and leveling discipline. The results also showed their insights in teaching the college, like their adjustment strategies, passion for teaching, giving value to the chosen profession, diverse classroom management, and vertical alignment of the profession. They also suggested that the government should offer alignment majors for elementary education to meet the school's requirements.

Keywords: *Education, work adjustment, elementary education teachers, phenomenology, thematic analysis, Philippines*

SKILLS OF STUDENTS

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ABSTRACT

This study was conducted to determine whether the extent of teaching styles, would contribute to the level of 21st century learning and innovation skills of students. Descriptive correlation method of research was used, in which the extent of teaching styles was correlated to the level of 21st century learning and innovation skills of students. The research study was conducted in Magugpo Pilot Central Elementary School. The research respondents were the grades 4, 5, & 6 students. The respondents were determined through Slovin's Formula and lottery technique. Data were gathered through the use of questionnaires and analyzed, employing mean, t-test, Pearson-r and ANOVA. The result revealed that there was a moderately high positive correlation between the relationship on the extent of implementation of teaching styles in relation to 21st century learning and innovation skills. The extent of teaching styles was observed most of the time. The level of 21st century learning and innovation skills is evident most of the time. There was a significant relationship between the extent of implementation of teaching styles in relation to the level of 21st century learning and innovation skills.

Keywords: *education, teaching styles, 21st century learning and innovation skills, grade 4, 5, and 6 students, descriptive correlation, mean, t-test, Pearson-r, ANOVA, Philippines.*

**SELF-REGULATED ONLINE LEARNING AND STUDENTS' ATTITUDE AS PREDICTORS
OF SKILL PROFICIENCY DEVELOPMENT IN MATHEMATICS**

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ABSTRACT

This study aimed to determine if self-regulated online learning and student's attitude were predictors of skill proficiency development in Mathematics. 200 GE 4 students of UM North Campuses were the respondents of this research. The statistical tools used were Mean, Pearson-r, and Regression Analysis. Quantitative non-experimental research utilizing correlational technique with regression analysis was the research design of this paper. Results revealed that the level of self-regulated online learning among GE 4 students in terms of metacognitive skill, time management, environmental structuring, persistence, and help seeking was high. The level of students' attitude towards learning Mathematics yielded a descriptive equivalent of high in terms of confidence in Mathematics, importance of Mathematics, and engagement in Mathematics. For the level of skill proficiency development of the students in Mathematics, it yielded a high level result in terms of conceptual understanding, procedural fluency, strategic competence, adaptive reasoning, and productive disposition. There was a positive significant relationship between self-regulated online learning and students' attitude to skill proficiency development in Mathematics. However, between the two independent variables, students' attitude was the only predictor of skill proficiency development in Mathematics.

Keyword: *MAED – Teaching Mathematics, self-regulated online learning, student's attitude, skill proficiency development in Mathematics, Philippines*

**ISANG MASUSING PAG-AARAL SA MGA PILING KANTA NI FREDDIE AGUILAR:
ISANG SOSYOLOHIKAL NA PAGSUSURI**

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ABSTRAK

Ang layunin ng pananaliksiknaito ay upang suriin ang mga piling kantana isinulat ni Freddie Aguilar gamit ang sosyolohikal na pagsusuri. Ang pananaliksiknaito ay sumusuri sa mga sosyolohikal na element na makikita sa mga piling kanta. Ang disenyo ng kwalitatibong penomenolohikal ang ginamit sa ginawang pananaliksik na naglalayong matukoy ang pananaw ng amagakalahok sa mga piling kantani Freddie Aguilar. Pitong partisipante sa pinalalim na panayam at pitong insapang katang panayam na may patnubay ng pananaliksik. Sa pagsusuri ng mga sosyolohikal na element na makikita sa mga piling kanta, lumitaw ang mga sumusunod na tema: kontekstong pangkultura, kontekstong pang-ekonomiya at kontekstong pampolitika. Lumitaw naman sa mga opinion ng mga partisipante sa mga piling kanta ang temang: sumasalamin sa mga suliranin ng lipunan, pagbibigay-aral sa mga taos lipunan, humihingi ng pagbabag sa lipunan. Habang ang mungkahi naman nilahing gilsa kung paano nakapukaw sa kamalayang panlipunan ng mga tao ay mensaheng pumupukaw sa kamalayang panlipunan, paglimot sa makalumang kanta at nakapagpaalab ng damdaming makabayan. Ito ay maaring gabaysa sa king mga kapwaguro sa pagsusuri ng mga akdang pampanitikan gamit ang sosyolohikal na dalug at magpapaang sa mga makaluma at makabuluhang mga kanta.

Keyword: MAED – Teaching Filipino, sosyolohikal na pagsusuri, panunuring pampanitikan, kanta, Pilipinas

**LEARNING BEHAVIOR AS PREDICTOR OF MATHEMATICS ACHIEVEMENT AMONG
GENERATION Z LEARNERS**

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ABSTRACT

This study dealt with the learning behavior as a predictor of Mathematics achievement among the generation Z learners of Mawab District. Determining the influence of learning behavior on the Mathematics achievement of Generation Z learners of Mawab District is the essential objective of the study, utilizing quantitative—nonexperimental design applying the causal effect technique with regression analysis with a total of 281 respondents among senior high school students of the four secondary schools of Mawab district. The measurable instruments utilized in this study were the Mean, Pearson r , and the Multiple Regression Analysis. Results showed a very high level of learning behavior as a predictor of the Mathematics achievement among the generation Z learners of Mawab district in competence motivation, attitude towards learning, attention, and flexibility. Moreover, the Mathematics achievement and the learning behavior of Generation Z learners of the Mawab district have a significant relationship. Also, all the domains of learning behavior significantly influence Mathematics achievement. Thus, the better the learning behavior a learner has toward a subject or undertaking, the higher the accomplishment or execution level in Mathematics.

Keywords: MAED-Teaching Mathematics, learning behavior, Mathematics achievement, Generation Z, Philippines

**MATHEMATICS ANXIETY AND MATHEMATICS SELF-EFFICACY AS PREDICTORS OF
MATHEMATICS TEACHING ANXIETY AMONG PRE-SERVICE TEACHERS**

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ABSTRACT

Mathematics teaching anxiety is a recurring fear among pre-service teachers which they experience before, during and even after their practice teaching experience. It has become one of the most underrated problems which caught the attention of the education sector up until this generation; since it has not only impaled the in-service teachers but most importantly, the pre-service teachers as well. The aim of this study is to determine which domain in mathematics anxiety and mathematics self-efficacy predict mathematics teaching anxiety among pre-service teachers. This study is a quantitative non-experimental research design using causal-effect to be able to give description to the possible existing relationship between two identified variables as well as determining the direction and magnitude of such relationship, if there is. Pertinent data were collated through the use of adopted and modified survey questionnaires. Cluster sampling was used in the selection of the respondents since out of all the tertiary education institutions, only three schools were chosen to represent the entire population. The subjects of the study are 178 pre-service teachers who specialize in either mathematics or elementary education. Using Pearson-r and Linear Regression Analysis, the results revealed that all of the domains of mathematics anxiety and mathematics self-efficacy predict mathematics teaching anxiety among pre-service teachers. This implies the importance of facilitating students in identifying and addressing their mathematics anxiety and self-efficacy as it may destructively impact future choices in their academic and professional careers.

Keywords: *MAED-Teaching Mathematics, mathematics anxiety, self-efficacy, teaching anxiety, Philippines*

STUDENT CATEGORY

THE INFLUENCE OF ACCOUNTING INFORMATION ON THE DECISION MAKING OF THE OWNERS OF MSMEs IN TAGUM CITY

**Amoguis, Analyn
Tababa, Danielle Joice**

ABSTRACT

This research deals with the influence of accounting information on the decision making of the owners of MSMEs in Tagum City. The main goal of this study is to determine if there is a significant relationship between accounting information on the decision making of the owners of MSMEs in Tagum City. This study used a quantitative method using a correlational technique of research intended to gather information and used adapted research-made questionnaires to collect data for this analysis. The data from the survey is checked and validated. Random sampling was used in selecting respondents and showed 200 total owners were located in Tagum City, which operates under MSMEs. Moreover, mean was used as the statistical tool in describing the level of accounting information, and the decision making and Pearson r were used to determine the correlation between the two variables. Results showed a very high level of competence in owners in *Relevance*, *Reliability*, and *Comparability* for accounting information and *Planning*, *Control*, and *Evaluation* for decision making. The result also showed a significant relationship between accounting information and decision making of owners of MSMEs in Tagum City, which exemplifies that when the accounting information used by the owners of MSMEs is high, then the decision making is also observed to be high, this means that the two variables are correlated.

Keywords: *BS in Accountancy, Accounting Information, Decision Making, Owners, Philippines.*

**ABSORPTIVE CAPACITY AS DETERMINANT OF COMPETITIVE ADVANTAGE OF
SMES IN TAGUM CITY**

UM TAGUM COLLEGE
MABINI ST. TAGUM CITY DAVAO DEL NORTE

Arlene D. Bernal
Cendy Mae Joy P. Java
Kunikka C. Limosnero

ABSTRACT

The main purpose of this study is to determine the influence of absorptive capacity towards financial decision among SMES in Tagum City. The researchers employed a descriptive non-experimental research design unitizing correlational technique. The respondents of the study were the 187 owners/managers of manufacturing SMEs within Tagum City that operates at least five (5) years. Mean, Pearson(r), and Multiple Regression were the statistical tools used for the data treatment. Results showed a very high absorptive Capacity among SMEs in Tagum City in terms of acquisition, assimilation, transformation, and exploitation. The study also showed a very high competitive advantage among SMEs in Tagum City regarding strategy, innovation, and performance. Moreover, there was a significant relationship between absorptive capacity and competitive advantage among SMEs in Tagum City. Except for assimilation, all other organizational behavior domains influenced the competitive advantage of SMEs in Tagum City.

Keyword: Accounting Technology, Absorptive Capacity, Competitive Advantage, SMEs, Philippines

INFLUENCE OF FINANCIAL LITERACY TOWARDS PERSONAL FINANCIAL DECISIONS AMONG EMPLOYEES OF UM TAGUM COLLEGE

Coresis, Novalyn
Dayoc, Rico Paulo
Yuto, Jhon Kevin

ABSTRACT

This research deals with the influence of financial literacy on personal financial decisions among employees of UM Tagum College. The main goal of this study is to determine if there is a significant relationship between financial literacy on personal financial decisions among employees of UM Tagum College. This study used a quantitative method using a correlational technique of research intended to gather information and used adapted research-made questionnaires through google form to collect data for this analysis. The data from the survey is checked and validated. Random sampling was used in selecting respondents and showed 120 employees in UM Tagum College.¶ Moreover, the mean was used as the statistical tool in describing the level of financial literacy, and the personal financial decisions and Pearson r were used to determine the correlation between the two variables. Results showed a high level of competence in employees in Financial Knowledge, Financial Skills, and Financial Attitude for financial literacy and Money Management, Debt Management, Savings, and Investment decisions for personal financial decisions. The result also showed a significant relationship between financial literacy and personal financial decisions of employees of UM Tagum College, which exemplifies that when the financial literacy used by the employees of UM Tagum College is high, then the personal financial decision is also observed to be high, this means that the two variables are correlated.

Keywords: BS in Accounting Technology, Financial Literacy, Personal Financial Decision, Employees, Philippines.

**INFLUENCE OF FINANCIAL LITERACY TOWARDS THE SAVING BEHAVIOR AMONG
EMPLOYEES IN UM TAGUM COLLEGE**

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DECYRILE P. PRESENTE

ABSTRACT

This study dealt on the influence of financial literacy towards saving behavior among employees of UM Tagum College. The study utilized a quantitative non-experimental using correlation technique, which involves collecting data through survey questionnaires. There were 147 respondents in this study that were chosen through random sampling. Moreover, mean, Pearson-r and regression analysis were the statistical tool used in this study. Results showed a very high level of financial literacy and savings behaviour. Meanwhile, the results also revealed a significant relationship between financial literacy and saving behaviour. This means that when financial literacy increases, the saving behavior also increases. Finally, according to the result, all the domains of financial literacy significantly influence saving behavior.

Keywords: BS in Accounting Technology, Financial Literacy, Saving Behavior, University Employees, Philippines.

**EMPLOYEE EMPOWERMENT AND JOB SATISFACTION OF EMPLOYEES IN THE
SELECTED HOTELS IN TAGUM CITY**

UM TAGUM COLLEGE
MABINI STREET, TAGUM CITY, DAVAO DEL NORTE

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PHOEBE KIM L. URSAL
RAIZA MAE C. NARCISO

ABSTRACT

The main purpose of this study was to determine if there is significant relationship between employee empowerment and job satisfaction of employees in the selected hotels in Tagum City. In conducting this study, we gather the data using a researcher-made survey questionnaire via google form. This study utilized a quantitative non-experimental research design using correlational technique with 122 employees in hotels in Tagum City as respondents chosen through random sampling. Mean and Pearson (r), were, the statistical tools used for the data treatment. The level of employee empowerment among hotel employees in Tagum City is very high. Also, the level of job satisfaction among hotels in Tagum City is very high. Lastly, there is a significant relationship between employee empowerment and job satisfaction.

Keywords: Employee empowerment, Job satisfaction, Selected Hotels in Tagum City, Philippines

FACEBOOK PAGE POST AND ONLINE ENGAGEMENT AMONG YOUNG PROFESSIONALS OF BUSINESSES IN TAGUM CITY

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ABSTRACT

The main objective of this research was to determine if there is a significant relationship between Facebook Page Post and Online Engagement using quantitative non-experimental research design utilizing correlational technique. In the selection of the respondents, Snowball sampling technique was used to gather 21-35 years old young professionals. The statistical tool used for the data treatment were Mean and Pearson (r) while researcher-made survey questionnaires were used for data gathering who actively visits business's Facebook pages. The result showed that the level of Facebook Page Post among young professionals of businesses in Tagum City is high. Likewise, the level of Online Engagement among young professionals of businesses in Tagum City is high. Moreover, there is a significant relationship between Facebook Page Post and Online Engagement.

Keywords: BSBA-MM, Facebook Page Post, Online Engagement, Young Professionals, Tagum City, Philippines

**EVALUATION OF DESTINATION ATTRIBUTES IN TAGUM CITY: BASIS FOR
ENHANCEMENT PROPOSAL**

UM TAGUM COLLEGE
MABINI STREET, TAGUM CITY, DAVAO DEL NORTE

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LEXTER BRANT P. BATINGAL

ABSTRACT

This study was conducted for the purpose to evaluate the destination attributes in Tagum City: basis for enhancement proposal. It seeks to gain insights into the overall destination attributes. The survey questionnaire was utilized as an instrument to gather data from 175 tourists from Tagum City through the distribution of the questionnaire according to number of tourists of the said destination. For quantitative data, Mean was used to determine the level of destination attributes. Responses from the respondents were collected, tallied, consolidated, analyzed, interpreted, and encoded. Findings revealed that level of destination attributes got a very high level. Specifically among the five indicators, accessibility got the highest mean. All the rest of the indicators were revealed high in their description equivalent.

Keywords: tourism, destination attractiveness, development plan, Philippine

**SANITARY PRACTICES OF SMALL LODGING ESTABLISHMENTS IN TAGUM CITY:
BASIS FOR INTERVENTION PROGRAM**

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CATA MAURIA B. PAMA

ABSTRACT

This study determined the level of sanitary practices of small lodging establishments in Tagum City. The study employed quantitative descriptive research having the guests in Tagum City as respondents using random sampling technique. The validated researcher made questionnaires were self-administered to collect the data from respondents. The collected data were analyzed using Mean. The result of the study revealed that the level of small lodging establishments in Tagum City is moderate. Therefore, the level of sanitary practices of small lodging establishments in Tagum City is moderate and requires basis for intervention program which has 2 schemes of activities that the researchers suggest for room cleanliness is to have good housekeeping seminars and workshop and for room sanitation is to invest in safer cleaning and disinfecting materials for the welfare of guest and the housekeepers.

Keywords: Sanitary practices, small lodging, Tagum City, Philippines

**EMOTIONAL INTELLIGENCE AS PREDICTOR ON WORK PERFORMANCE AMONG
TRAFFIC ENFORCER IN TAGUM CITY**

UM Tagum College
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ALJWEN CHRISTIAN O. REMORAL
JERIC O. SARNO

ABSTRACT

This study aimed to determine the influence of Emotional Intelligence As Predictor On Work Performance Among Traffic Enforcer In Tagum City. The primary goal of the study was to determine the significant influence of Emotional Intelligence As Predictor On Work Performance Among Traffic Enforcer In Tagum City utilizing quantitative non-experimental study with 130 Traffic Enforcer as respondents of the study Mean, Pearson (r), and Multiple Regression were the statistical tools used for the data treatment. Results showed a high level of emotional intelligence in terms of perseverance, commitment, and desirable behavior. The study also showed a high level of Work Performance Among Traffic Enforcer in terms of task performance, contextual performance, adaptive performance, and counterproductive performance. Moreover, there was a significant relationship Emotional Intelligence as Predictor On Work Performance Among Traffic Enforcer In Tagum City. All the domains of emotional intelligence of traffic enforcer influenced work performance Among Traffic Enforcer in Tagum City.

Keywords: Traffic Officers, Emotional Intelligence, Work Performance, Traffic Management Office

**EVALUATION ON EMERGENCY MANAGEMENT BASIS FOR DISASTER OPERATION
PLAN**

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ALIA, REYMART P.
MEOMELO, JOHN NINO V.
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ABSTRACT

A disaster not having to occur in any areas does not disclose the possibility that it will not happen. Thus, with today's environmental changes and havocs, it is a necessity for people around the world to be prepare of natural disasters. This is done through acquiring knowledge in order to prepare for calamities. In the Philippines, the National Disaster Risk Reduction and Management Council serves as the country's adviser towards disaster preparedness, disaster operations and rehabilitation efforts. They extend their reach into advising local barangays, municipalities, cities and the country as a whole. The researchers conducted this study to assess the observations of residents of Barangay San Miguel, Libuganon and Pagsabangan towards the level of emergency management. The data was gathered through the use of survey questionnaires, have it statistically measured and analyzed. The results reveal that these residents have overall high observation regards the efforts and activities of the personnel of NDRRMC. The indicators are observed as arranged from highest to lowest are communication, control, and coordination. All of these are observed highly by the respondents as being duly performed. Further research would hopefully include a more in-depth reasoning and evaluation from the respondents.

Keywords: National Disaster Risk Reduction and Management Council, disasters, disaster preparedness, Philippines

ENGLISH PROFICIENCY FOR A BETTER LIFE

BRYAN RON C. KAURAK, JAN VINCENT LEUTERIO, AMAYA S. RAMOS

ABSTRACT

This study attempted to determine the stories of English proficient individuals. The informants were all professionals with varying generations. The case study research was a qualitative approach using two methods: The Key Informant In-Depth Interview in which the researchers explored a real-life, multiple cases overtime and cross-case analysis of the data from the different cases. The In-Depth interview consisted of 4 informants, all of varying gender and ages. There were 7 themes generated based on the results of cross-case analysis: English is the main medium of communication, English proficiency supports healthy hobbies, English proficiency induces advantageous outcomes, English proficiency allows for coping with stress, extensive reading and studying, English proficiency led to widened perspectives, English proficiency builds competence and confidence. The researchers recommended the English learners and educators to be aware of this work that delved into the life benefits of being English proficient.

Keywords: AB English, English proficiency, better life, Philippines.

**LANGUAGE DEVELOPMENT AMONG CHILDREN WITH AUTISM: BASIS FOR AN
INTERVENTION PROGRAM**

UM TAGUM COLLEGE
MABINI STREET, TAGUM CITY DAVAO DEL NORTE

CYRIL S. JAGONOB
JIEMAR T. ROSALES
JOANA MAE E. CAMACHO

ABSTRACT

This study aimed to determine the language development among children with Autism. The researchers conducted the quantitative type of research. In this study, the respondents were Special Education Teachers. Random sampling was used to determine the respondents. There were a total of thirty respondents involved in the study to determine language development among children with Autism. The result of the study showed that the level of language development among autistic children was moderate. Based on the results of the study, the language development was moderate due to the difficulty of the children in terms of communication. The researchers wanted to find out the language development from the autistic children in which the intervention of the autistic teachers could assess.

Keywords: Language Development, Autism

COUNSELLING CHILDREN: VOICES OF GUIDANCE COUNSELLOR TEACHERS

Proponents:

JOVIE ALCUYNO

CHARA MAE PETARCO

MYRA TABAMO

ABSTRACT

This phenomenological study was to know the challenges of guidance counsellor teachers, how they cope, and give their insights on how to counsel children when they are in the field of teaching. Employing the phenomenological research design, in-depth interviews and focus group discussion were conducted to gather the data. It was found out that guidance counsellor teachers were entrusted by the stakeholders in handling the problem, identified oppressive behavior of students, established connection between students and counsellors, parent's involvement, shared personal problems, practiced self-actualization, and manifested self-realization. To cope with their challenges, teachers practiced confidentiality and privacy in counselling, listening and hearing out their problems, self-realization of students, inquiry on student's problems, probing questions, manageable and easy- advising, and seeking advice authority. Teachers learned that as a guidance counsellor, must have a timely and proper trainings or seminars for counsellors, quality time and attention from parents, professional support and attendance in seminar, unceasing compassion of counselor, and improved counselling techniques and skills. Further, teachers and parents should work together to solve the student's problem.

Keywords: Generalist, Lived experience, Coping Challenges, Insights, Elementary Teachers, Phenomenological, Philippines

EMOTIONAL INTELLIGENCE AND CLASSROOM MANAGEMENT OF TEACHERS

Proponents:

MARY JANE V. BACYAO

CYNTAL ARRA S. DAYAG

JEZZEL C. REPONTE

ABSTRACT

This study dealt on emotional intelligence and classroom management of teachers in private elementary schools. The primary goal of the study was to determine the significant influence of emotional intelligence on the classroom management of teachers in private elementary schools utilizing quantitative non-experimental study with 100 teachers from 5 private schools in Tagum City Division as respondents of the study. Mean, Pearson (r), and Multiple Regression were the statistical tools used for the data treatment. Results showed a high level of emotional intelligence of teachers in private elementary schools in terms of self-awareness, self-management, social awareness, and relationship management. The study also showed a high level of classroom management of teachers in private elementary schools in terms of rules and procedure, disciplinary interventions, teacher-student relationships, and mental set. Moreover, there was a significant relationship between emotional intelligence and classroom management of teachers in private elementary schools. The use of emotional intelligence as independent variable in terms of self-awareness, self-management, and relationship management were good factors that influence the dependent variable which is the classroom management.

Keywords: Generalist, Emotional Intelligence, Classroom Management, Private Elementary Schools, Davao del Norte, Philippines

**LEADERSHIP PRACTICES AND EMPLOYEE'S TURNOVER AMONG RESTAURANT IN
TAGUM CITY**

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ABSTRACT

This study examined the Leadership Practices and Employees' Turnover among Restaurants in Tagum City. This study employed a quantitative non-experimental research design using correlational technique. The respondents of this study were 200 in employees of the selected restaurant in Tagum City and selected through random sampling technique. In gathering the data, the researcher-made questionnaire was used to assess the leadership practices and employee's turnover among in Tagum City. The data were tallied and tabulated subjected to analysis using the following tools; Mean, Pearson-r and Linear Regression Analysis. The leadership practices among restaurant in Tagum City is very high while the employees turnover among restaurants in Tagum City is very low. Moreover there is a significant relationship between Leadership Practices and Employee's Turnover among restaurants in Tagum City.

Keywords: Hospitality Management, Leadership Practices, Employees' Turnover, Restaurant in Tagum City, Philippines.

CUSTOMER LOYALTY AMONG OPEN KITCHEN RESTAURANTS IN TAGUM CITY

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ABSTRACT

This quantitative study dealt with the customer loyalty among open kitchen restaurants in Tagum City. The primary goal of this study was to determine the significant difference in the level of customer loyalty when analyzed according to educational attainment and age. Utilizing non-experimental descriptive study with a total number of 300 respondents who are customers in open kitchen restaurant in Tagum City, which employed a random sampling in the distribution of the questionnaire. The statistical tools used for the data treatment were mean, T-test, and ANOVA. Results revealed a very high level of customer loyalty in terms of repeat purchase, retention, and referrals. The study showed an overall rating of very high which means that customer loyalty among open kitchen restaurant in Tagum City is very much felt on the ages of 26-35 as well as on the master graduate. Furthermore, the customer loyalty has significant difference when analyzed according to educational attainment, and grouped according to age.

Keywords: Hospitality Management, Customer Loyalty, Open Kitchen Restaurant, Philippines.

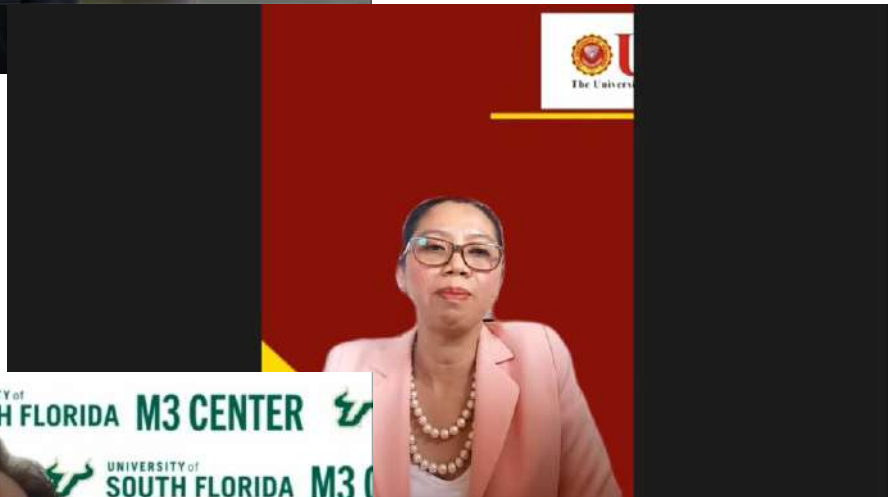
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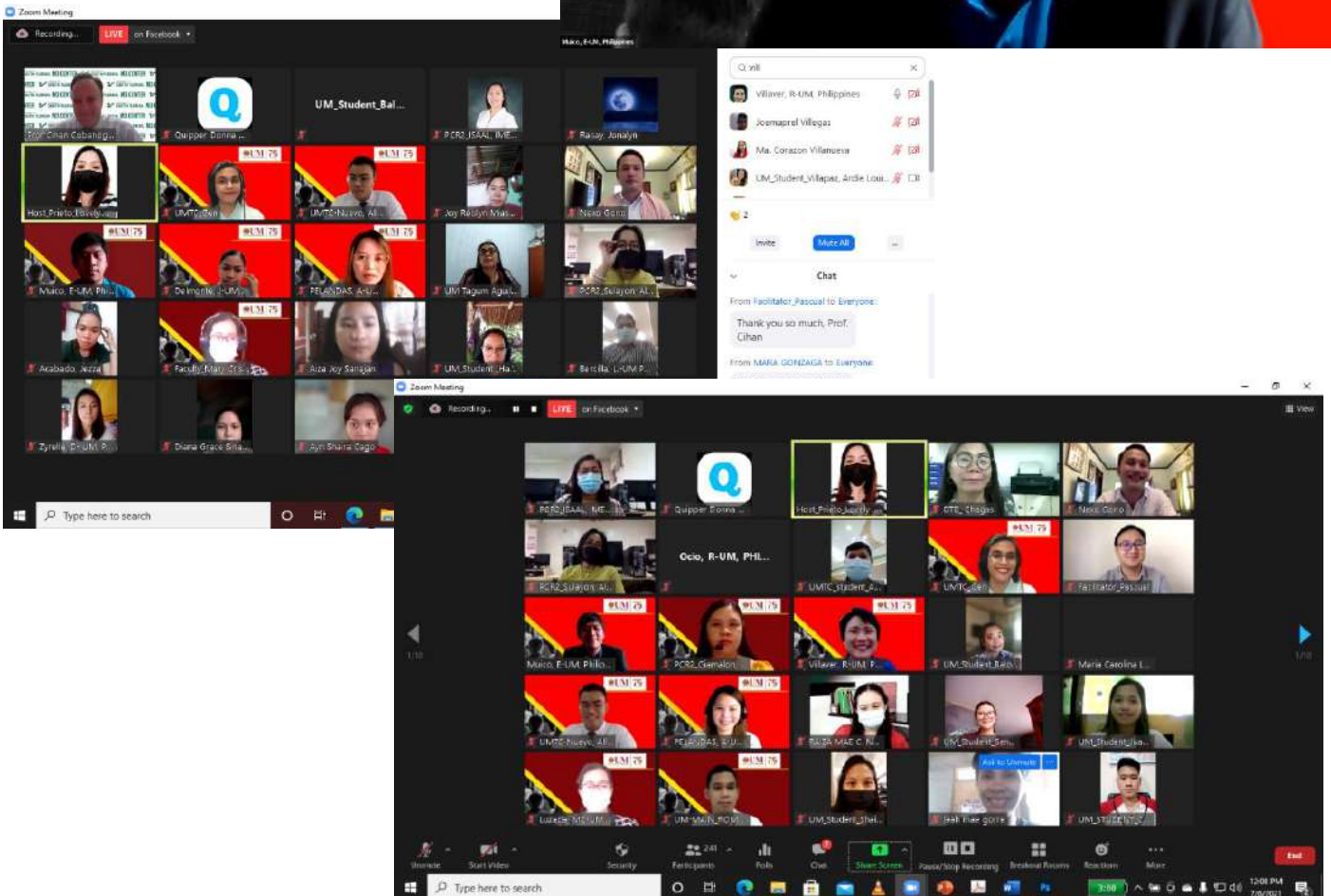
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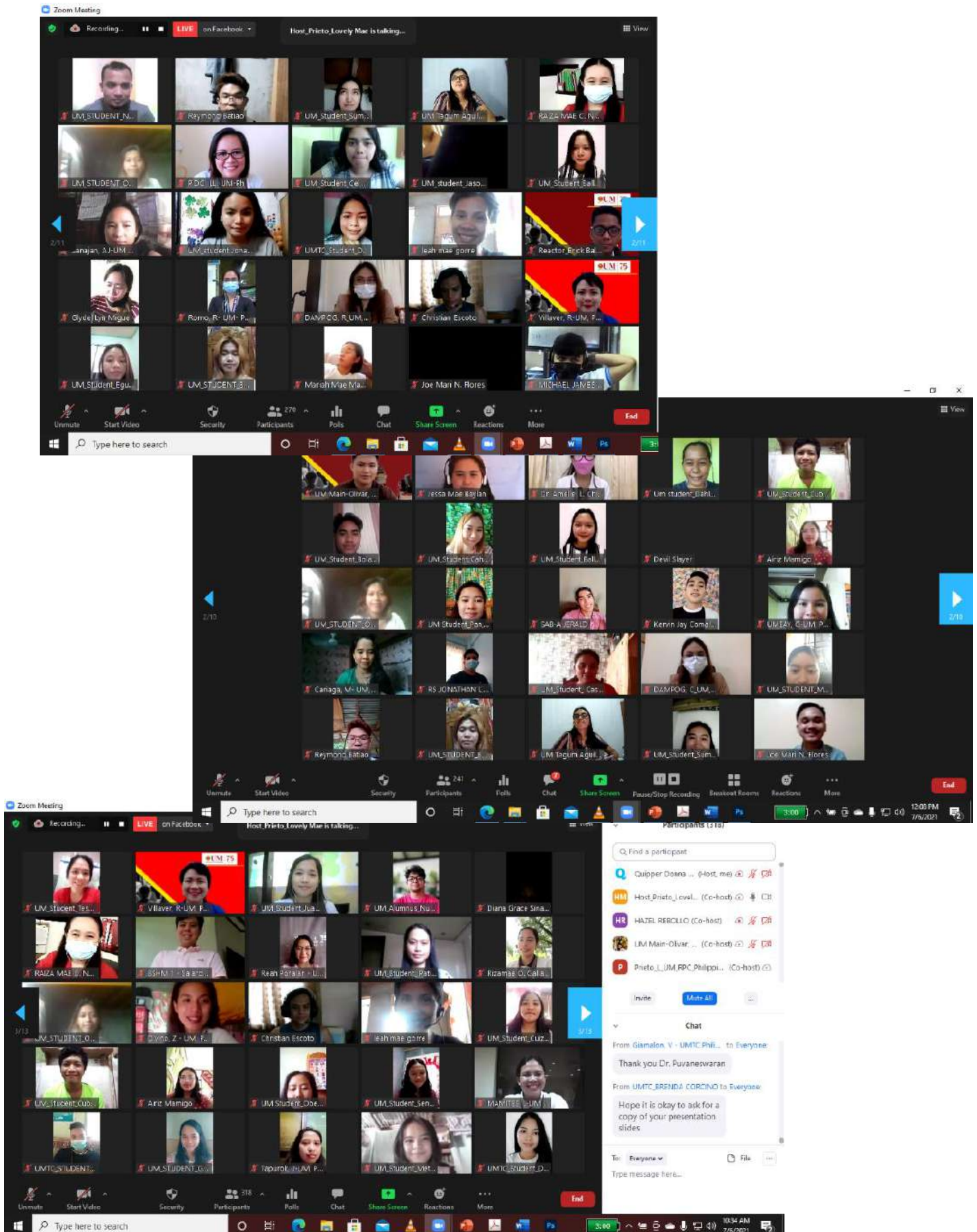
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