



# SDITBSS 2019

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University of the  
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University of  
Mindanao,  
Philippines

2<sup>nd</sup> International Conference on “Sustainable Development in Information Technology, Business and Social Sciences”(SDITBSS- April, 05-06, 2019)  
SDITBSS© 2019 Hong Kong  
GI Social Sciences Forum, Kuala Lumpur, Malaysia.



# **SDITBSS 2019**

## **Conference Proceeding**

### **Book of Abstracts**

**2<sup>nd</sup> International Conference on  
“Sustainable Development in Information Technology,  
Business and Social Sciences” (SDITBSS -2019)”**

**Venue: Regal Oriental Kowloon, Hong Kong**

**Editor:**

**Dr. Ahmad Saddam Ph.D.**

Country Director (Global Illuminators Iraq)

**ISBN: 978-969-695-032-5**

**Printed and Published by: Global Illuminators Malaysia**

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## Conference Chair Message

**Farooq Ahmed Jam (Ph.D.)**



2<sup>nd</sup> International Conference on “Sustainable Development in Information Technology, Business and Social Sciences” (SDITBSS - 2019) serves as platform that aims to help the scholarly community across nations to explore the critical role of multidisciplinary innovations for sustainability and growth of human societies. This conference provides opportunity to the academicians, practitioners, scientists, and scholars from across various disciplines to discuss avenues for interdisciplinary innovations and identify effective ways to address the regional and global challenges faced by our societies. The research ideas and studies that we received for this conference are very promising, unique, and impactful. I believe, these studies have the potential to address key challenges in various sub-domains of social sciences and applied sciences. The scholars attending this conference will certainly find it helpful in refining their own research ideas, finding solutions to basic/applied problems they face, and interacting with other renowned scholars for possible future collaborations.

I am really thankful to our honorable scientific and review committee for spending much of their time in reviewing the papers for this event, selecting the best paper awards, and helping the participants in publishing their research in affiliated journals. Also, special thanks to all the session chairs from industry, academia, and policy-making institutions who volunteered their time and support to make this event a success.

A very special thanks to the great scholars for being here with us as keynote speakers. Their valuable thoughts will surely open the horizon of new research and practice for the conference participants coming from across the globe. I am also thankful to all the participants for being here with us to create an environment of knowledge sharing and learning. We, the scholars of this world, belong to the elite educated class of this society and we owe a lot to return to this society. Let's break all the discriminating barriers and get free from all minor affiliations. Let's contribute even a little or single step to the betterment of society and welfare of humanity to bring prosperity, peace, and harmony in this world. Stay blessed.

## **Type of SDITBSS Papers**

For this year, SDITBSS has two types of papers: *Empirical Studies* and *Insight*. Research papers meet the needs of researchers and are reviewed on the basis of highest academic standards. The objective of the academic paper is to contribute to the scientific body of knowledge. On the contrary, Insight papers meet the needs of policy makers and professionals and are reviewed on the basis of high practical standards. The objective of the Insight is to identify the real-world problems and how they can be solved with the help of information systems.

## **Reviewing Criteria**

In SDITBSS, all papers are judged on the same criteria (relevance, significance, originality, validity and clarity). However some criteria differ between the Research papers and Insight papers.

***Relevance:*** Relevance has a great impact on the theme of the conference. The material is relevant and according to the theme of the conference.

***Significance:*** Knowledge in different researches in the conference is related to research papers and insight papers.

***Originality:*** Ideas that are new for the researchers are used in the conference.

***Validity:*** Research papers in the conference are based on theory while the insight papers in the research are based on experimental researches. References are according to content.

**Clarity:** Papers are according to the format, language is easy and understandable by the audience in the conference.

### Acceptance Rates

Full Research Papers				
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100	62	25	21	62%

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## **Acknowledgment**

A huge number of people helped in conducting the conference. First of all, thanks to all the members of the Conference and Program Committee and representatives of the SDITBSS board and their helpers. We also want to thank all the Track Chairs and reviewers, as well as all the members of the Scientific Committee, for their help in the review process and organizing the tracks and special sessions. We thank everyone for their hard work and dedication to this conference and we look forward to the latest episode of the SDITBSS tradition.

Farooq Ahmed Jam (Ph.D.), Tariq Iqbal Khan (Ph.D.)  
And Muhammad Abbas ( Ph.D.)

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### Dr. Eugenio S. Guhao (D.M.)



Dr. Eugenio S. Guhao, Jr. is the Chief Academic Officer and the Dean of the Professional Schools of the University of Mindanao, Davao City, Philippines. He is a licensed agricultural engineer and holds the following degrees: Doctor of Management major in

Human Resources Management, Master in Public Administration, Master in Management, Master of Science in Community Development, Bachelor of Science in Commerce Major in Management, and Bachelor of Science in Agricultural Engineering. He is an author of seven mathematics textbooks used by various tertiary schools in Davao. As a resource speaker in local, national and international venues, his specializations are leadership, educational management, strategic plan, and global issues. He has published and presented several types of research in national and international conferences in places like the United Arab Emirates and Indonesia. He is an advocate of flexible learning delivery and has been developing his faculty on this pedagogy. His most valued recognition during the recent years is his Alumni of the Year Award for his exemplary contribution to the academe given by his school of college days.

## **Dr. Gloria P. Gempes (Ed.D., D.M., Ph.D.)**



Dr. Gloria P. Gempes is the Research and Statistics Consultant of the Graduate School of the University of Mindanao in Davao City, Philippines. She is a holder of the following degrees: Doctor in Education, Doctor in Management, Ph.D. in Applied Linguistics, Master in Education, Master in Public Administration, Master in Business Administration, Bachelor of Science in Commerce major in Accounting, Bachelor of Science in Education major in Mathematics and minor in Language. She is an international book author, resource speaker, research consultant and visiting the professor in various tertiary schools in the Region teaching management, statistics, mathematics, quantitative/qualitative researches, and mixed methods studies. She has published and presented her researches in national and international venues which gave her an H-Index credit in the Google Scholar and another H-Index and G-Index in the Philippine e-journals. The index is a measure of the productivity and impact of the published work of a scientist or scholar. Her researches are cataloged in Harvard Library Hollis and World Cat Library, to name a few. She is a member of the editorial board of various international research journals and editor-in-chief of research journals of various tertiary schools in the city.



## **Dr. Meitria Syahadatina Noor (dr., M. Kes)**



Meitria Syahadatina Noor was born in Surabaya, East Java, Indonesia on 19th May 1979. She finished her first degree of medical doctor in 2005 from Faculty of Medicine, Lambung Mangkurat University, Banjarmasin, South Kalimantan, Indonesia. She continued her magister program in Reproductive Health, Faculty of Medicine, Airlangga University, Surabaya, East Java, Indonesia in 2008-2010. She finished her doctoral degree also in Faculty of Medicine, Airlangga University, in 2013-2017 with cumlaude predicate. Her special field of the dissertation was reproductive health. Meitria ever became a medical doctor in Islamic Hospital and Ulin Hospital in Banjarmasin, 2005-2008. She started her career as a lecturer in Faculty of Medicine, Lambung Mangkurat University from 2006 until now.

Her concentration is about reproductive health, maternal and child health, and family planning. She has joined some researches about her field, and some of them were funded by the Indonesian Ministry, Faculty, or other sources. She also has published her research in some journals, national and international. She also has written some books about reproductive health, maternal and child health, and family planning.

She was ever asked as a speaker for some activities of Indonesian National Family Planning and Demography Institution. The topics were about demography, early marriage, fertility, family planning and reproductive

health. She was also ever asked as a keynote speaker by South Kalimantan Health Department. It was about women nutritional status and stunting.

Meitria becomes one of the organize of Banjarbaru Indonesian medical doctors association. She also the adviser of student’s medical team in Faculty of Medicine, lambung Mangkurat University.

Currently, she is the head of research and community devotion unit in Faculty of Medicine, Lambung Mangkurat University, from 2018-now. She is also the head of reproductive health and nutrition research centre in Public Health Study Program, Faculty of Medicine, Lambung Mangkurat University, from 2018-now.

She ever got the best paper award in International Seminar of Physiology in Faculty of Medine, Airlangga University and Sriwijaya International conference on medical science in Faculty of Medicine, Sriwijaya University. She also ever got the best paper nominee in 6th International Conference Multidisciplinary Research and Practice (ICMRP) in Singapore.

## **SDITBSS 2019 Tracks’ Chairs**

### **Business, Management, and Economics Studies**

Gloria P. Gempes & Helen Omblero

Elizabeth Malonzo & Ana Helena Lovitos

### **Social Sciences & Humanities**

Yi-Fen Liu & Normeliza Morales

Prisia Fauziizah & Meitria Syahadatina

Lorna Tangonan General & Dini Turipanam Alamanda

Sylvia J. Pidor & Edwin Nebria

### **Engineering & Technology Studies**

Farooq Ahmed Jam & Eugenio S. Guhao

## **SDITBSS 2019 Workshop**

### **“How To Improve The Quality Of A Research Article And Get It Published In Scopus/Isi Indexed Journals”**

**Trainer: Dr. Farooq Ahmed Jam (Ph.D.)**

In this workshop, we will discuss how to improve the quality of a research article and getting it published in good quality journals. Publication is considered as a KPI achievement for academic staff. It is considered to be the best way to enjoy benefits and promotion as a faculty member. In this workshop, trainer will shed light on how to identify a hot research topic, how to find a research gap, importance of a catchy Research Paper Title, what reviewers are looking for in a research article, what editors are expecting from authors, major reasons for article rejection by good journals, steps and tips to improve article quality and content, and finding a relevant outlet for your research. Hope this workshop will help the participants improve their understanding about the publication process.

## **Best Paper Nominee List**

### **The Moderating Effect of Openness to Experience on the Relationship between Emotional Intelligence and Teaching Competency of Teachers**

*Ma. Leonora Theresa S. Ibacarra<sup>1</sup>, Gloria P. Gempes<sup>2</sup>, Rinante L. Genuba<sup>3\*</sup>*

<sup>1,2,3</sup> University of Mindanao, Philippines

### **Strong Motivation be My Success in Teaching”: How a Teacher Handling Hyperactive Student in Inclusive School with Eliminate the Shadow Teacher**

*Muhammad Ali Machrus<sup>1</sup>, Nina Desmita<sup>2\*</sup>*

<sup>1</sup> Maulana Malik Ibrahim State Islamic University of Malang, Indonesia

<sup>2</sup> State University of Malang, Indonesia

### **His Strength Is My Strategies”: Experience of an English Teacher in Indonesia Teaching English for Hyperactive Students in Inclusive Class**

*Nina Desmita<sup>1\*</sup>, Muhammad Ali Machrus<sup>2</sup>*

<sup>1</sup> State University of Malang, Indonesia

<sup>2</sup> Maulana Malik Ibrahim State Islamic University of Malang, Indonesia

### **Principal leadership on Student Achievement in India**

*Bijumon Thomas<sup>\*</sup>*

De La Salle University, Philippines

### **Sentiment Analysis Using Text Mining of Indonesia Tourism Reviews via Social Media**

*Dini Turipanam Alamanda<sup>1</sup>, Abdullah Ramdhani<sup>2</sup>, Ikeu Kania<sup>3</sup>, Wati Susilawati<sup>4</sup>, Egi Septian Hadi<sup>5</sup>*

<sup>1,2,3,4,5</sup> Garut University, Garut, Indonesia

## **SDITBSS 2019 Best Paper Award Winner**

**Principal leadership on Student Achievement in India**

*Bijumon Thomas*\*

De La Salle University, Philippines

## **SDITBSS 2019 Conference Committee**

### **Conference Chair**

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*Research and Statistics Consultant*

*Graduate School of the University of Mindanao in  
Davao City, Philippines*

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Conception, Philippines Davao, Philippines*

**On Chee Hoong**

*Manager Operations (G1 Social Sciences Forum)*

**Conference Coordinator**

**Dr. Vicente Montaña (Ph.D.)**

*University of Mindanao in Davao City, Philippines*

**Conference Coordinator**

**Dr. Ramcis Vilchez (Ph.D.)**

*University of Mindanao in Davao City, Philippines*

**Conference Coordinator**

**Dr. Victoria Ligan (Ph.D.)**

*University of Mindanao in Davao City, Philippines*

**Conference Coordinator**

**Dr. Rinante Genuba (Ph.D.)**

*University of Mindanao in Davao City, Philippines*

**Editor**

**Dr. Ahmad Saddam (Ph.D.)**

ISBN: 978-969-695-032-5

Printed and Published by: Global Illuminators Malaysia



# CONFERENCE PROGRAM

**DAY 01 Friday (April 05, 2019)**

**Welcome Reception & Registration**

**8:00 am – 08:30 am**

**Opening Ceremony (08:30am – 09:55 am)**

**Venue: Room 1**

08:30 am – 08:40 am	Welcome Remarks – <b>Mr. Wilson</b> Conference Coordinator, Global Illuminators
08:40 am – 08:50 am	Opening Speech – <b>Dr. Farooq Ahmed Jam (Ph.D.)</b> Executive Director, Global Illuminators, Conference Chair
08:50 am – 09:05 am	Keynote Speech- <b>Dr. Eugenio S. Guhao (D.M.)</b> Chief Academic Officer and the Dean of the Professional Schools of the University of Mindanao, Davao City, Philippines
09:05 am – 09:15 am	Keynote Speech- <b>Dr. Gloria P. Gempes (Ed.D., D.M., Ph.D.)</b> Research and Statistics Consultant of the Graduate School of the University of Mindanao in Davao City, Philippines
09:15 am – 09:25 am	Keynote Speech- <b>Dr. Meitria Syahadatina Noor, (dr., M. Kes)</b> Faculty of Medicine, Lambung Mangkurat University, Banjarmasin, South Kalimantan, Indonesia

09:25 am – 09:40 am	Music Performance <b>Prof. Dr. Sylvia J. Pidor (Ph.D.)</b>
09:40 am – 09:55 am	Group Photo & Award Ceremony

**Grand Networking Session and Tea Break (09:55 am – 10:15 am)**

**DAY 01 Friday (April 05, 2019)**

**Session 1 (10:15 am – 1:00 pm)**

**Venue: Room 1**

**Session Chairs: Yi-Fen Liu & Normeliza Morales**

**Track A: Social Sciences & Humanities Studies**

MI-BEST-19-103	The Moderating Effect of Emotional Intelligence on the Relationship between Passion and Work Outcome among Secondary School Teachers in Davao Region	Marionito L. Cervantes Gloria P. Gempes
MI-BEST-19-104	Casting Shadows of Doubt: Perspectives of Reputable Journalistson Fake News	Mary Ann E. Tarusan Maria Monica A. Gonzales Elijah James D. Palaca SaimehenLloid P. Iluis
MI-BEST-19-105	Personality Traits and Willingness to Communicate in Context Among ESL Learners	Edwin L. Nebria Jay Marc Arellano N
MI-BEST-19-107	Reinforcing the Success of the Social Work Licensure Performance: Predictability Analysis	Desiree F. Gonzales Ronnie O. Alejan

MI-BEST-19-108	Summative Evaluation of Community Extension Project: A Phenomenological Inquiry	Helen Q. Omblero
MI-BEST-19-114	Determinants of Teachers’ Decision to Stay: A Causal Model	Elizabeth Malonzo

**Lunch Break (1:00 pm – 2:00 pm)**



**DAY 01 Friday (April 05, 2019)**

**Session 1 (10:15 am – 1:00 pm)**

**Venue: Room 1**

**Session Chairs: Yi-Fen Liu & Normeliza Morales**

**Track A: Social Sciences & Humanities Studies**

MI-BEST-19-115	Quality Living Conditions and the Boarding Preferences of UM College Students	Ana Helena Lovitos
MI-BEST-19-117	Relational Trust and Work Values as Determinants of Faculty Productivity	Elleine Rose A. Oliva
MI-BEST-19-121	The Pre and Post Retirement Episodes in the Life of Single Lady Teachers : A Multiple Case Study	Lyndon Quines
MI-BEST-19-123	Self-Regulated Learning, Pedagogical Competence, Formative Assessment Towards School Context: A Structural Equation Model	Eunice A. Atienzar
MI-BEST-19-129	A Structural Equation Model on Quality Technical Vocational Education and Training Program	Alvielou M. Villanueva

**Lunch Break (1:00 pm – 2:00 pm)**

**DAY 01 Friday (April 05, 2019)**

**Session 1 (10:15 am – 1:00 pm)**

**Venue: Room 2**

**Session Chairs: Prisia Fauziyah & Meitria Syahadatina**

**Track A: Social Sciences & Humanities Studies**

MI-BEST-19-131	The Moderating Effect of Openness to Experience on the Relationship between Emotional Intelligence and Teaching Competency of Teachers	Rinante L. Genuba Ma. Leonora Theresa S. Ibacarra, Gloria P. Gempes
MI-BEST-19-134	Student Discipline in the Classroom: Public School Teachers’ Point of View	Maria Corazon Alonzo Virtudazo Eugenio S. Guhao, Geraldine D. Rodriguez
MI-BEST-19-135	Reading Program Delivery In Public Elementary Schools: Students’ Perspective	Glenda L. Morales Eugenio S. Guhao Geraldine D. Rodriguez
MI-BEST-19-136	Inclusive Education In Public Elementary Schools: Teachers’ Standpoint	Lorma L. Mendoza Eugenio S. Guhao Geraldine D. Rodriguez

MI-BEST-19-137	Implementing an Effective Student Discipline: School Heads’ Perspective	Dorothy Joy S. Sichon Eugenio S. Guhao, Geraldine D. Rodriguez
MI-BEST-19-138	Inspire Me With Your Words: Affirmation In The Eyes of the Fast Learners	Jocelyn Bacasmot Jasley Babe M. Eulogio, Mary Nicole T. Ignacio, Rejay Josephat D. Lañohan

**Lunch Break (1:00 pm – 2:00 pm)**



**DAY 01 Friday (April 05, 2019)**

**Session 1 (10:15 am – 1:00 pm)**

**Venue: Room 2**

**Session Chairs: Prisia Fauziizah & Meitria Syhadatina**

**Track A: Social Sciences & Humanities Studies**

MI-BEST-19-142	Study Anxiety as Predictor of Student Engagement	Janice P. Tabanao
MI-BEST-19-144	Metacognitive Awareness and Attitudes toward Problem-Solving in Science of Senior High School Students	Hansel Roy R. Nalla Elvina L. Taran
MI-BEST-19-154	Non-Aligned Teachers in Technology and Livelihood Education: A Phenomenology of Disinclination	Joseph Deligero Gloria P. Gempes
MI-BEST-19-155	Pedagogical Attrition of Teachers in Local Colleges: A Grounded Theory	Gary P. Lagatiera Gloria P. Gempes
MI-BEST-19-156	Rogationist Pedagogy through the Lens of it Religious Educators in the Philippines: A Hermeneutics Phenomenology	Fr. Danny C. Montaña Gloria P. Gempes
MI-BEST-19-166	Mixing Methods to Understand Organizational Citizenship Behavior and Quality of Work life as Predictors of Employees' Commitment	Jeanilyn E. Tacadena,
SDITBSS-19-103	About the Demographic Situation In Russia: Analysis, Problems and Prospects of Development	Loginova Nina Nikolaevna

**Lunch Break (1:00 pm – 2:00 pm)**



**DAY 01 Friday (April 05, 2019)**

**Session 1 (10:15 am – 1:00 pm)**

**Venue: Room 3**

**Session Chairs: Lorna Tangonan General & Dini Turipanam Alamanda**

**Track A: Social Sciences & Humanities Studies**

MI-BEST-19-167	Mixing Methods to Divulge the Pedagogic Practices of Neophyte Research Teachers in Senior High School in Region XI: A Risk or Jeopardy?	Irene B. Clark
MI-BEST-19-168	Divulging Service Quality and Corporate Image of TVIs to Attain Student's Loyalty to TVET: A Mixed Methods Study	Gracelda T. Pangantihon
MI-BEST-19-169	A Quan Qual Approach to Evaluate Distributed Leadership and Self-Efficacy as Antecedent of Teacher Leadership of the Junior High School Teachers in Region Xi	Jimmy L. Gondag
MI-BEST-19-170	Probing the Declining Work Engagement of the Non-teaching Staff to Contextualize Their Self-Concept and Career Development: A Concurrent Triangulation	Katherine S. Rosales
MI-BEST-19-171	Job Performance as Determined by Psychological Capital and Adaptability: A QUAN + QUAL Approach	Kristine Joy M. Cimagala
MI-BEST-19-172	Unraveling the Demographic Profile and Psychographic Characteristics of the Public School Teachers as Antecedents of Instructional Competence: A Convergent Parallel Approach	Rommel M. Villahermosa

**Lunch Break (1:00 pm – 2:00 pm)**



**DAY 01 Friday (April 05, 2019)**

**Session 1 (10:15 am – 1:00 pm)**

**Venue: Room 3**

**Session Chairs: Lorna Tangonan General & Dini Turipanam Alamanda**

**Track A: Social Sciences & Humanities Studies**

MI-BEST-19-173	Pedagogical Competence of Non-Education Teachers as they Mask the Workforce Shortage in the Academe: A Mixed Methods Study	Juanito A. Balbutin
MI-BEST-19-174	Understanding the Motivational Drives and Innovative Work Behavior as Determinants of Management Skills of Novice School Heads	Luciano Orcullo Marimon
MI-BEST-19-175	Working Towards Internationalization through the Top Management Leadership Skills and Faculty Research Capability: A Convergent Parallel Design	Jihan A. Labrador
MI-BEST-19-176	A Parallel Convergent Approach to Demystify the Work Engagement of Millennial Educators: Is it a Self- Entitlement or an Obsession to Success	Angelita H. Balantac
MI-BEST-19-177	Unfolding the Power of Climate Change- Enriched Learning Package: An Embedded Design	Jesa S. Madelo,
MI-BEST-19-178	Linking the Conflict Management Styles of School Leaders with Emotional Intelligence and Interpersonal Skills as Determinants: A Convergent Parallel Method	Adelaida L. Manguio

**Lunch Break (1:00 pm – 2:00 pm)**



**DAY 01 Friday (April 05, 2019)**

**Workshop Session (02:00pm – 03:30 pm)**

**Venue: Room 1**

**“How to Improve the Quality of Research Article and get published in Scopus/ISI Indexed Journals”**

<b>Trainer</b>	<b>Dr. Farooq Ahmed (Ph.D.)</b>
<b>Participants</b>	All Participants

In this workshop, we will discuss how to improve the quality of research article and getting published in good quality journals. Publication is considered as a KPI achievement for academic staff. It is considered to be the best way to enjoy benefits and promotion as a faculty member. In this workshop trainer will shed light on how to identify a hot research topic, How to find a research gap, Importance of a catchy Research Paper Title, What Reviewers are looking in research article, What editors are expecting from authors, Major Reasons of article rejection in good journals, Steps and tips to improve article quality and content and Finding a relevant outlet for your research. Hope this workshop will help the participants improve their understanding about publication process.

**Tea Break (3:30 pm – 3:45 pm)**

**DAY 01 Friday (April 05, 2019)**

**Session 2(3:45 pm – 6:00pm)**

**Venue: Room 1**

**Session Chairs: Sylvia J. Pidor & Edwin Nebria**

**Track: Social, Sciences and Economic Studies**

MI-BEST-19-179	School Effectiveness of Basic Education among Private School in Region XI Thru Faculty Trust and Teacher Engagement: A Convergent Parallel Design	Elenita C. Aposaga
MI-BEST-19-180	Organizational Climate and Empowerment as Covariates of Educators' Innovative Work Behavior: A Convergent Parallel Approach	Mary Grace O. Reyes,
MI-BEST-19-181	Unveiling the Financial Literacy of Public School Teachers: A Convergent Parallel Approach	Alejandro G.Curay
MI-BEST-19-182	Magnifying Professional Development Efforts and Innovative Practices as Correlates of Instructional Leadership Skills of Public Elementary School Principals: A Concurrent Parallel Approach	Elizabeth Ayag
MI-BEST-19-183	Promoting the Mental Health of Higher Education Faculty Amidst Their Teaching Workload And Performance: A Quan + Qual Design	Aileen J. Sinang
MI-BEST-19-185	Exploring the 21st Century Skills of Teachers and Innovative Leadership of Principal as Links to ICT Integration: A Convergent Parallel Approach	Joan A. Asoy

**Closing Ceremony (6:00 pm – 6:30 pm)**



**DAY 01 Friday (April 05, 2019)**

**Session 2(3:45 pm – 6:00pm)**

**Venue: Room 1**

**Session Chairs: Sylvia J. Pidor & Edwin Nebria**

**Track: Social, Sciences and Economic Studies**

MI-BEST-19-188	His Strength is My Strategies”: Experience of an English Teacher in Indonesia Teaching English for Hyperactive Students in Inclusive Class.	Nina Desmita
SDITBSS-19-101	Principal leadership on Student Achievement In India	Bijumon Thomas
SDITBSS-19-115	MUDI” Tradition as a Conventional Pattern in the Global Era	Rostienna Pasciana
SDITBSS-19-118	Transforming Traditional Trade of the Hand-Woven Textile Community to Digital Trade: the case study of Tai Lue group at Toongmork, Chiangkum, Phayao, Thailand	Mungpattanasunthon Sukamon

**Closing Ceremony (6:00 pm – 6:30 pm)**

**DAY 01 Friday (April 05, 2019)**

**Session 2(3:30 pm –06: 00pm)**

**Venue: Room 2**

**Session Chairs: Gloria P. Gempes & Helen Omblero**

**Track: Business, Management and Economic Studies**

MI-BEST-19-102	The Curious Relationship Between Agricultural And Energy Price Index: A VEC Analysis Approach	Vicente E. Montaño
MI-BEST-19-111	The Moderating Effect of Work Ethics Of Public Secondary School Teachers on the Relationship between Transformational Leadership and Organizational Change	Regina C. Duntar Gloria P. Gempes
MI-BEST-19-125	Financial Management and Teachers Performance	Lorna Tangonan General
MI-BEST-19-128	Facilitative Leadership and Professionalism	Russel D. Tabanao
MI-BEST-19-130	Public Leadership, School Culture, and Ethical Climate: A Structural Equation Model on Teacher Behavior	Esacio I. Monday
MI-BEST-19-133	A Structural Equation Model on Work Engagement of Public School Teachers in Region XI	Michelle Almonte Guibao
MI-BEST-19-139	Work Attitude and Organizational Change Readiness of Employees in the National Statistics Office (NSO)Davao City	Victoria Ligan Munria M. Lauban

**Closing Ceremony (6:00 pm – 6:30 pm)**



**DAY 01 Friday (April 05, 2019)**

**Session 2(3:30 pm –06: 00pm)**

**Venue: Room 2**

**Session Chairs: Gloria P. Gempes & Helen Omblero**

**Track: Business, Management and Economic Studies**

MI-BEST-19-143	Social Competence and Organizational Citizenship Behavior of Teachers	Mary Ann C. Sobrecarey
MI-BEST-19-145	Lived Experiences of Agri-Entrepreneurs in Developing Marketing Strategies for Organic Farming	Melecio Sy Jr Gloria P. Gempes
SDITBSS-19-113	When and Why Altruistic and Egoistic Appeals Work in Green Marketing?	Yi-Fen Liu

**Closing Ceremony (6:00 pm – 6:30 pm)**

**DAY 01 Friday (April 05, 2019)**

**Session 2(03:45 pm –4: 30)**

**Venue: Room 3**

**Session Chairs: Farooq Ahmed Jam & Eugenio S. Guhao**

**Track: Engineering and Technology Studies**

MI-BEST-19-122	Bidirectional Enhanced Selection Technique Employing Boolean and Distinct Function	Ramchis Vichez R. Medina ,B. Gerardo Y. Byun4, A. Sison
MI-BEST-19-124	Antihelmintic Activity of Capsicum Annuum var. Longum Placental Extracts Against Ascaridiagalli in Gallus Gallusdomesticus Stool	Normeliza Morales Gentiles, Michael C., Rollo, Mary Grace D.



**DAY 01 Friday (April 05, 2019)**

**Session 2(4:30 pm –6: 00)**

**Venue: Room 3**

**Session Chairs: Elizabeth Malonzo & Ana Helena Lovitos**

**Track: Business, Management, Economic, Social Sciences and Economic Studies**

MI-BEST-19-186	Linking Total Quality Management of Public Elementary School in Davao Region and their School-Based Management Implementation as Basis for Internal ISO 9000-Compliant Framework: A Convergent Parallel Approach	Jimmy E. Cedeño
MI-BEST-19-187	Strong Motivation be My Success in Teaching”: How a Teacher Handling Hyperactive Student in Inclusive School with Eliminate the Shadow Teacher	Muhammad Ali Machrus
SDITBSS-19-116	Sentiment Analysis Using Text Mining of Indonesia Tourism Reviews via Social Media	Dini Turipanam Alamanda
SDITBSS-19-117	Bitcoin Transaction Analysis from Perspective of Islamic Finance	Prisia Fauziizah
MI-BEST-19-190	Instigation of Sulfas Ferosus Tablet Consumption using Video and Iron Diary to Decrease Anemia in Pregnant Women; Case Report In Banjarmasin Indah Public Health Centre, Banjarmasin, South Kalimantan, Indonesia	Noor, Meitria Syahadatina

**Closing Ceremony (6:00 pm – 6:30 pm)**

## **DAY 02 Saturday, (April 06, 2019)** **“CITY TOUR”**

Gathering of Participants at the Lobby of Regal Oriental Kowloon,  
Hong Kong at 8:30 am

Departure: 8:45 am for City Tour

Drop Back at Regal Oriental Kowloon, Hong Kong at 7:00 pm

**Important Note:** This tour is organized by Global Illuminators and entry to this tour is free for all participants. You may also bring your Siblings/Family/Friends but you have to register for them on registration desk.



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Abstract Proceeding Book  
SDITBSS- April 05-06, 2019  
Hong Ko  
ISBN: 978-969-695-028-8

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## **TRACK A: BUSINESS MANAGEMENT & ECONOMIC STUDIES**



## The Curious Relationship between Agricultural and Energy Price Index: A VEC Analysis Approach

**Vicente E. Montaño\***  
University of Mindanao, Philippines

### Abstract

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This main purpose of this study is to examine the relationship between energy and monthly agriculture indices. The research uses the VEC methods, taking into account the cointegrating relationship among the series monthly observation from January 1960 to October 2018. Contrary to the findings of earlier studies the empirical result of this research indicates that the oil price index responds to the equilibrium between the agriculture and oil and that is the agricultural price index affects the energy price index and not the other way around. Furthermore, this study presented a window of opportunity to examine the curious relationship between energy and agriculture closely.

**Keywords:** Price Index, VEC Analysis, Global

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\*All correspondence related to this article should be directed to Vicente E. Montaño, University of Mindanao, Philippines  
Email: vicente\_montano@umindanao.edu.ph

## The Moderating Effect of Work Ethics of Public Secondary School Teachers on the Relationship Between Transformational Leadership and Organizational Change

**Regina C. Duntar<sup>1\*</sup>, Gloria P. Gempes<sup>2</sup>**  
<sup>1,2</sup> University of Mindanao, Philippines

### Abstract

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The main objective of the study was to determine the moderating effect of work ethics of public secondary school teachers on the relationship between transformational leadership and organizational change. Quantitative non-experimental research using correlational techniques was the design of the study. Four hundred public secondary school teachers in Davao Region, the Philippines for the school year 2017-2018 were the samples selected through stratified random sampling. Adapted questionnaires served as the survey tools. Research findings showed that school heads as perceived by their teachers have a very high level of transformational leadership, and teachers have a very high level of work ethics. Further, findings revealed that transformational leadership and work ethics are significantly related to organizational change. Hierarchical regression as the statistical tool revealed that significant moderating effect of work ethics on the relationship between transformational leadership and organizational change does not exist. The findings did not support the alternative hypothesis of the significant moderating effect of work ethics on the relationship between the two variables but did support previous research that separately transformational leadership and work ethics are important drivers of organizational change.

**Keywords:** Educational Management, Moderating Effect, Work Ethics, Transformational Leadership, Organizational Change, Philippines

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\*All correspondence related to this article should be directed to Regina C. Duntar, University of Mindanao, Philippines  
Email: [gpgempes@gmail.com](mailto:gpgempes@gmail.com)

## Financial Management and Teachers Performance

**Lorna Tangonan General\***  
University of Mindanao, Philippines

### Abstract

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The main objective of the study was to determine which financial management of teachers significantly influences teacher performance. The respondents of the study were the 184 public school teachers of Mati Central District, Mati City from School Year 2015-2016 selected by Slovin Formula using simple random sampling. Quantitative-non experimental design was used employing the correlational technique. Mean, Pearson r and Regression were the statistical tools used in the analysis and interpretation of the data. Results revealed that the financial management of teachers was rated very high. It also indicated that teacher performance was rated moderate. There was a significant relationship between financial management of teachers and teacher performance. Lastly, savings and investment was the domain which significantly influenced the teacher performance.

**Keywords:** Educational Management, Financial Management Of Teachers, Teacher Performance, Philippines

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\*All correspondence related to this article should be directed to Lorna Tangonan General, University of Mindanao, Philippines  
Email: [hershegeneral@gmail.com](mailto:hershegeneral@gmail.com)

## Facilitative Leadership and Professionalism

**Russel D. Tabanao\***

University of Mindanao, Philippines

### Abstract

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The main objective of the study was to find out which domains in the facilitative leadership significantly influence the professionalism of school heads. The respondents of the study were the 153 public elementary teachers from Governor Generoso for the school year SY 2015-2016 selected by Slovin Formula using simple random sampling. Quantitative-non experimental design was used employing the correlational technique. Mean, Pearson r and Regression were the statistical tools used in the analysis and interpretation of the data. Results revealed that the facilitative leadership in terms of diagnoses intervention cycles, was high while core values and ground rules; group effectiveness model; model I model II behavior; and facilitative leadership the level were rated very high. It also indicated that the professionalism of school heads in terms of competence, compassion, and social responsibility were high while honesty, respect for others, professional responsibility were rated very high. There was a significant relationship between the level of facilitative leadership of teachers and the professionalism of school heads. Core values and ground rules, group effectiveness model and diagnosis intervention cycle were the domains of the facilitative leadership of school heads which significantly influenced the facilitative leadership of teachers.

**Keywords:** Educational Management, Facilitative Leadership, Professionalism of School Heads, Philippines

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\*All correspondence related to this article should be directed to Russel D. Tabanao, University of Mindanao, Philippines  
Email: [hersheygeneral@gmail.com](mailto:hersheygeneral@gmail.com)

## Public Leadership, School Culture, and Ethical Climate: a Structural Equation Model on Teacher Behavior

**Esacio I. Monday\***

University of Mindanao, Philippines

### Abstract

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The purpose of this study was to determine the best fit model of the teacher's behavior. Specifically, it established the interrelationship among public leadership, school culture, and ethical climate of selected public secondary schools in Region XI. Quantitative research design and structural equation model were utilized in this study. The data were gathered from the 400 teachers of selected public schools in Region XI. There were four sets of survey questionnaires used in data gathering. Findings revealed that the level of public leadership, school culture, an ethical climate were very high and very high for teacher's behavior. There were significant relationships between and among public leadership, school culture, ethical climate, and teacher's behavior. Results also revealed that public leadership, school culture, and ethical climate significantly influence teacher behavior. Importantly, the parsimonious model suggested that public leadership, school culture, and ethical climate are drivers of teachers behaviour of respondents in the study. Conclusive statements were drawn based on the findings of the study; the level of public leadership is very high except for the indicator with a high level of public loyalty leadership. The level of school culture is very high. The level of ethical climate is very high except for instrumental, and the level of teachers behaviour is also very high except enthusiasm and disclosure. On the other hand, there are significant relationships between public leadership and teachers behavior, school culture and teachers behavior, ethical climate and teachers behavior. Moreover, public leadership, school culture, and ethical climate are predictors of teachers behavior. Furthermore, generated model 6 fits teachers behavior. This means that the causes of the teacher's behavior lean on the public leadership and school culture which stimulated by the academic leaders and educational advocates.

**Keywords:** Causal Model, Teacher's Behaviour, Public Schools, Region XI, Philippines

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## A Structural Equation Model on Work Engagement of Public School Teachers in Region XI

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### Abstract

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The study investigated and tested a model of work engagement of 400 public school teachers in Region XI using structural equation modeling (SEM) as the fundamental statistical tool to analyze the relationship among the constructs covered in the study. The constructs comprised of ethical climate, pay satisfaction, financial management behavior and work engagement of public school teachers in Region XI. Relationships of the three constructs with work engagement were established. The model fit indicated that the work engagement of teachers is best anchored on the domains, namely, absorption, vigor, insurance, consumption, structure/administration, benefit, level, and law and rules. Ethical climate in the workplace, pay satisfaction and financial management behavior directly influence work engagement which in turn influences outcomes such as commitment, in-role performance, extra-role performance, creativity, and financial outcomes.

**Keywords:** Ethical Climate, Pay Satisfaction, Financial Management Behavior, Work Engagement, SEM

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## Work Attitude and Organizational Change Readiness of Employees in the National Statistics Office (NSO) Davao City

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### Abstract

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This is non-experimental quantitative research which was aimed at determining which domain of work attitude best predicts organizational change readiness of the 108 employees of the National Statistics Office (NSO) in Davao City. An adapted questionnaire was used in gathering pertinent data needed in the study. Three salient results were revealed in the study: that NSO employees in Davao City had high levels of work attitude and organizational change readiness; that work attitude and organizational change readiness had an affirmative connection, and job involvement indicator of work attitude was the best predictor of organizational change readiness. The results implied that the NSO personnel have an optimistic attitude concerning organizational change so that their work attitudes were not affected by any changes that occurred in the organization. The study concluded that a change in work attitude would also cause a similar degree of readiness for organizational change.

**Keywords:** Public Administration, Work Attitude, Organizational Change Readiness, National Statistics Office, Davao City, Philippines

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## Social Competence and Organizational Citizenship Behavior of Teacher

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### Abstract

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The main objective of the study was to determine which social competence significantly influences the organizational citizenship behavior of the teacher. The respondents of the study were the 151 public elementary teachers from Manay Districts from School Year 2015-2016. This study used the universal sampling techniques in determining the sample size. The quantitative non-experimental design was used employing the correlational technique. A modified questionnaire was validated by the experts was used in gathering the data. Mean, Pearson-r and Regression were the statistical tools employed in analyzing and interpreting the data. Results revealed that the social competence in terms of expressivity, assertiveness, sensitivity, acceptance, regulation of the interpersonal relationship, and self-control were rated very high. It also indicated that organizational citizenship behavior in terms of altruism, conscientiousness, and civic virtue were rated high. There was a significant relationship between social competence and organizational citizenship behavior. Lastly, acceptance was the domain which significantly influenced the organizational citizenship behaviour.

**Keywords:** Educational Management, Social Competence, Organizational Citizenship Behavior, Philippines

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## Lived Experiences of Agri-Entrepreneurs in Developing Marketing Strategies for Organic Farming

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### Abstract

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The purpose of the study was to describe the needs and lived experiences of Agri-Entrepreneurs in Mindanao in developing marketing strategies for organic products. Qualitative research design using a phenomenological approach was employed in the conduct of the study. Using purposive sampling, 16 Mindanao participants were selected from organizations of organic farmers recorded by the Department of Agriculture. In-depth interview and focus group discussion were employed in the collection of data. Findings revealed important themes: organic farming serves as the main source of income for farmers in raising their families; their expertise in developing organic products are based on experiences with the help of the government agencies and non-government organizations; marketing organic products is limited through the support of the government through trade fairs while best practice in marketing organic products is not yet established; pricing method is based on premium pricing which is adding 20% or more higher than non-organic products; customer promotion uses government support and word of mouth, and the distribution of products is generally local rather than international. The implication of the findings is that farmers in Mindanao whose expertise in organic farming are well established, need professional help in developing marketing strategies to maximize the opportunities for organic products both locally and internationally.

**Keywords:** Developing Marketing Strategies, Organic Farming, Lived Experiences

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## When and Why Altruistic And Egoistic Appeals Work in Green Marketing?

**Yi-Fen Liu** \*

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### Abstract

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While the public's awareness of and concern for environmental sustainability grows remarkably in recent years, few of them really purchase green products. Fully understanding consumers' perceptions about and purchase motives for different kinds of green products and then using effective communicating appeals to elicit purchase motives is critical to the actual purchase of green products. As the first step to build a comprehensive framework, this exploratory study inquires the questions: What are consumers' perceptions about and purchase motives for different categories of green products. How product perceptions influence purchase motives? Through one interview study and one survey study covering a broad range of product categories, this research explores consumers' perceptions and purchase motives for divergent categories of green products and further examines the relationship between perceptions and purchase motives. The results show that green consumption emerges most frequently among product categories such as organic food, packaging materials, detergents, shampoos, and show gels, kitchen housewares, and household electric appliances. In addition, consumers' purchase motives for green products which contact the human body directly (e.g., organic food, green shampoo/show gels, green kitchen housewares) are primarily altruistic; however, for green products which do not contact human body directly (e.g., green packaging materials) consumers buy them mostly for egoistic reasons. Moreover, for each product category, the major perceived differences between green products and conventional non-green products are positively correlated to the purchase motives.

**Keywords:** Green Marketing, Green Consumption, Green Product, Altruism Egoism

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## Sentiment Analysis Using Text Mining of Indonesia Tourism Reviews via Social Media

**Dini Turipanam Alamanda<sup>1\*</sup>, Abdullah Ramdhani<sup>2</sup>, Ikeu  
Kania<sup>3</sup>, Wati Susilawati<sup>4</sup>, Egi Septian Hadi<sup>5</sup>**  
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### Abstract

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The Indonesian tourism industry continues to develop and has become the core of the nation' economy. Indonesia is known for its wealth of natural beauty, which can be used as a potential for tourism business. Garut is a city in Indonesia known for its beach, mountains, and culinary arts. The purpose of this study is to create a priority map of tourist attractions that can be utilized by local governments. Sentiment analysis was used 413,175 netizen comments via the social media platforms Instagram and Google reviews. Data were collected from January 2018-February 2019. The results show that the number of positive comments is significantly higher than the number of negative comments. Beach tourism a serious priority; is it not only the most preferred tourist attraction, but also the type that gets the most negative comments. While the main problem for Garut Regency tourism is hygiene, garbage is either overlapping or scattered, preventing Garut from having all-around tourism charm instead of being superior only in the sector of natural beauty. The suggestions in this research can be used as proposals for improving and developing tourism to realize a dignified 'Garut Charm'.

**Keywords:** Tourism, Tourism Development, Text Mining, Sentiment Analysis

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## Bitcoin Transaction Analysis from the Perspective of Islamic Finance

**Abdullah Ramdhani<sup>1</sup>, Prisia Fauzia<sup>2</sup>, Dini Turipanam**

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### Abstract

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This paper analyze the operation of cryptocurrency system in perspective of Islamic finance. The purpose of this study is to evaluate the cryptocurrency framework whether it is meet the Islamic Finance rule. In addition, this study performed in providing Islamic minded investor proper information regarding investment in Bitcoin. Cryptocurrency is a digital currency in which encryption techniques that implement to regulate the generation of units of currency and verify the transfer of funds, operating independently of a central bank. A transaction is a transfer of Bitcoin value that is broadcast to the network and collected into blocks. A transaction typically references previous transaction outputs as new transaction inputs and dedicates all input Bitcoin values to new outputs. This cryptocurrency has no physical form and exists only in the network. Bitcoin also has no intrinsic value in that it is not redeemable for another commodity, namely gold. Then, this study evaluates the framework according to Islamic Finance rule. The bitcoin account holder is anonymous. Therefore, it is difficult to track the real account holder if any suspicious activity occurs. In addition, the value of Bitcoin is unstable because of high volatility. Bitcoin also suffers variance in perceptions of Bitcoin's store of value and method of value. All of these three conditions contribute to uncertainty in the transaction framework of Bitcoin. As a conclusion, Bitcoin transaction is classified as a transaction with high uncertainty (gharar).

***Keywords:*** Cryptocurrency, Islamic Finance, Bitcoin

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Abstract Proceeding Book  
SDITBSS- April 05-06, 2019  
Hong Ko  
ISBN: 978-969-695-028-8

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## **TRACK B: SOCIAL SCIENCES & HUMANITIES STUDIES**





## Mixing Methods to Understand Organizational Citizenship Behavior and Quality of Worklife as Predictors of Employees' Commitment

**Jeanilyn E. Tacadena<sup>1\*</sup>, Sylvia J. Pidor<sup>2</sup>**

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### Abstract

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Employees' commitment seems to be a crucial factor especially for teachers in achieving success in a school or an organization. Thus, this study aimed at finding the relationship between organizational citizenship behavior, quality work life and employees' commitment of the respondents. A convergent parallel mixed methods research design was used in the study. The descriptive correlational research approach was utilized to look into the impact of organizational behavior and quality work life to employees' commitment. The data were analyzed using mean and multiple regression analysis. Moreover, a phenomenological approach was used to understand the lived experiences of employees with regards to organizational citizenship behavior, quality work life and commitment. The respondents were 250 teachers for quantitative data, 10 participants for the in-depth interview and 7 for the Focus Group Discussion coming from the selected schools in Region XI, Philippines. A standardized questionnaire was used for the conduct of quantitative aspect, and an interview guide was utilized for the qualitative phase. The information was analyzed using codes and content analysis to come up with essential themes. Results showed that the organizational citizenship behavior and quality work life have a significant impact on commitment; however quality work life significantly influenced the employees' commitment.

**Keywords:** Education, Educational Leadership, Organizational Citizenship Behavior, Quality Work life, Employees' Commitment, Convergent Parallel Approach, Mixed Method Design, Philippines

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## Mixing Methods to Divulge the Pedagogic Practices of Neophyte Research Teachers in Senior High School in Region XI: A Risk or Jeopardy?

**Irene B. Clark<sup>1\*</sup>, Mona L. Laya<sup>2</sup>**

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### Abstract

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The implementation of R.A. 10533 was supposed to be the response of the Philippine government to the challenge of creating an educational system that adheres to international standards and produce graduates who can compete in the global arena. However, a large number of teachers in the country are not prepared for the program which impacted the overall quality of education received by the students. This sequential explanatory mixed methods study aimed to divulge the pedagogic practices of neophyte research teachers in senior high school in terms of their demographic characteristics. Specifically, descriptive comparative was used to measure the pedagogic practices of the participants. Likewise, phenomenology was used in understanding the lived experiences of neophyte teachers. T-test and ANOVA were used to determine the significant difference of the participants' pedagogic practices, in the quantitative phase, and thematic analysis was used in identifying the relevant themes. Using simple random sampling, 200 respondents were chosen to participate in the quantitative phase of the study and 17 informants, 10 for an in-depth interview and 7 for focus group discussion, using purposive random sampling participated the qualitative phase. Base on the quantitative result, there was no significant difference in the pedagogic practices of the neophyte research teachers when they were grouped according to sex, age, civil status, subject area expertise, and school category. In the qualitative result, there were 11 issues probed which include the experiences in teaching research subject, the challenges encountered, and the strategies employed to overcome those challenges in teaching research.

**Keywords:** Educational Leadership, Pedagogic Practices, Sequential Explanatory Mixed Methods Design, Davao City, Philippines

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## Divulging Service Quality and Corporate Image of TVIs to Attain Student's Loyalty to TVET: A Mixed Methods Study

**Gracelda T. Pangantihon<sup>1\*</sup>, Sylvia J. Pidor<sup>2</sup>**

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### Abstract

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Technical Vocational Education and Training (TVET) has been considered as second-class education by different stakeholders despite being recognized as a tool for empowering people for sustainable livelihood and social-economic development. This study aimed to uplift TVET attractiveness by revealing the service quality and corporate image of Technical Vocational Institutions (TVIs) in the Philippines in order to attain student's loyalty to TVET using a convergent parallel mixed methods design. A quantitative survey was conducted to 350 TVET students in Davao Region, Philippines to investigate the service quality and corporate image of their training institution, as well as their loyalty to the TVET program. The data were analyzed using mean and multiple regression analysis. Interviews were conducted to provide deeper insights into the lived experiences of TVET students and the views of trainers regarding TVET implementation. The information was analyzed using coding and content analysis to come up with appropriate themes. Results showed that both service quality and corporate image of TVIs significantly influenced student's loyalty to TVET. It was also revealed that TVET trainees have a high level of loyalty to their TVET program because they generally have positive experiences during their training. Several challenges and dilemma on TVET program implementation also surfaced as experienced by TVET trainers and administrators which need to be addressed.

**Keywords:** Education, Educational Leadership, Service Quality, Corporate Image, Student's Loyalty, TVET, Convergent Parallel Mixed Methods, Philippines

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## A Quan Qual Approach to Evaluate Distributed Leadership and Self-Efficacy As Antecedent of Teacher Leadership of the Junior High School Teachers in Region Xi

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### Abstract

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With public school teachers under increasing scrutiny and political pressure to raise the achievement for their students, leadership emerged to sustain schools that work not only for students but also for their teachers. The purpose of this sequential explanatory mixed methods study was to investigate the impact of distributed leadership and self-efficacy on teacher leadership. In the quantitative phase, the study employed a descriptive correlation approach. The respondents were selected through random sampling and used sets of a questionnaire to obtain information from 400 public school teachers with at least three years of teaching experience in Region XI, Philippines. Mean was used to determine the status of the variables studied while multiple regression utilized to analyze the significant influence of distributed leadership and self-efficacy as predictors to teacher leadership. Moreover, in the qualitative phase, the study employed a phenomenological approach. Using purposive sampling, the data gathered through in-depth Interview and focus group discussion. Thematic analysis was used to analyze the data. Quantitative results showed that both distributed leadership and self-efficacy were predictors of teacher leadership. Moreover, it was found out that self-efficacy is a better predictor of teacher leadership. Further, qualitative findings summarized six themes; the themes included teachers' personality, opportunity to take leadership, professional development, eagerness to continuing improvement, sense of responsibility, and striving to be a better leader.

**Keywords:** Education, Educational Leadership, Distributed Leadership, Self- Efficacy, Mixed Methods, Philippines

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## Probing the Declining Work Engagement of the Non-teaching Staff to Contextualize Their Self-Concept and Career Development: A Concurrent Triangulation

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### Abstract

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Work engagement is a positive motivational concept of work-related well-being that is characterized by an employee's involvement in their work roles, finding meaning in their work, and the demonstration of physical, emotional, and cognitive energy toward their work activities. This could result in a positive organizational performance especially when observed among the non-teaching staff who are recognized to play an important role in the operation of every educational office of universities and colleges. This study aimed to determine the status of self-concept and career development of the non-teaching staff and to determine their influence on work engagement. A triangulation mixed methods approach was used in this study. A total of 300 regular permanent non-teaching staff of Private Higher Educational Institutions (HEI's) in Region XI through quota sampling, participated in the survey which made use of the Utrecht Work Engagement Scale (UWES), Robson Self-Concept Questionnaire (RSCQ) and Career Development Practices Questionnaire. Concurrent with this data collection were the qualitative in-depth interviews and a focus group discussion. The results revealed that self-concept and career development on their singular capacity could significantly influence work engagement; thus, a unit increase in the two variables will lead to the increase in work engagement. The variation in work engagement is due to the variation self-concept and career development.

**Keywords:** Education, Educational Leadership, Self-Concept, Career Development, Work Engagement, Mixed Methods, Philippines

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## Job Performance as Determined by Psychological Capital and Adaptability: A QUAN + QUAL Approach

**Kristine Joy M. Cimagala<sup>1\*</sup>, Grace O. Aoanan<sup>2</sup>**  
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### Abstract

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The implementation of the K – 12 curricula in basic education has greatly affected the teaching profession in the country. As observed, teachers' roles have changed and are now defined by a demanding set of roles, but still play a very important part in the school community. Thus, this study determined what roles do psychological capital and adaptability play in the job performance of teachers. Mixed methods design was utilized in the study, specifically the convergent parallel design. The participants were internally-hired senior high school teachers of the Department of Education, Region XII, Philippines. Teachers who have been teaching in the Junior High School, and transferred to Senior High School were invited to join but were not forced if they do not want to. Quantitative data were gathered from 150 purposively selected teachers as participants, through the use of a survey questionnaire. Qualitative data were obtained from in-depth interviews and focus group discussion. Questionnaires used to gather the quantitative and qualitative data were validated by experts to check its appropriateness in the conduct of the study. Findings revealed that only the psychological capital of the teachers could significantly influence work performance on its singular capacity. This means that it does not need the other variable which is adaptability, to influence the job performance of the teachers.

**Keywords:** Education, Educational Leadership, Psychological Capital, Adaptability, Job Performance, Mixed Methods, Philippines

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## Unraveling the Demographic Profile and Psychographic Characteristics of the Public School Teachers as Antecedents of Instructional Competence: A Convergent Parallel Approach

**Rommel M. Villahermosa<sup>1\*</sup>, Mona L. Laya<sup>2</sup>**  
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### Abstract

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History revealed that the most important propeller of human resource in the educational system in molding young minds and hearts both in the formal and non-formal institutions are the teachers. However, this cannot be realized if facilitators of learning are unable to distinguish and realized the importance of quality learning instruction. Thus, this study aimed at exploring aspects of instructional competence among elementary public school teachers of the Davao Region, Philippines. This study employed convergent parallel mixed methods research design. Likewise, a phenomenological approach was utilized in exploring the lived experiences of the Informants. Frequency, percentage, mean, t-test and one-way ANOVA were the statistical tools used in analyzing the quantitative results and thematic analysis for the qualitative results. There were 400 teacher respondents from the public elementary schools and 18 teachers as participants for the qualitative data having ten teachers for IDI and eight teachers for FGD. Further, the Philippine Professional Standards for Teachers (PPST) was used as the tool to determine the level of instructional competence of teachers. Quantitative results showed that there is a significant difference in instructional competence of the participants when grouped according to their demographic profile such as age, sex, civil status, rank, years in service, and subject area expertise. Only values and attitude showed a significant difference with instructional competence of the participants when grouped according to their psychographic characteristics.

**Keywords:** Education, Leadership, Psychographic, Convergent Parallel Mixed Method, Instructional Competence, Davao City, Philippines

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## Pedagogical Competence of Non-Education Teachers as They Mask the Workforce Shortage in the Academe: A Mixed Methods Study

**Juanito A. Balbutin<sup>1\*</sup>, Gloria P. Gempes<sup>2</sup>**

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### Abstract

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. The efficient supply of qualified teachers remains a major challenge in addressing teacher shortage in the country's basic education system. This mixed methods study will address the pedagogical competence of non-education teachers using concurrent triangulation in which quantitative and qualitative data are collected, analyzed separately, and then merged. In this study, descriptive and inferential statistics will be used to test whether the pedagogy of 400 non-education teachers from senior high schools differs when grouped according to educational discipline, teaching strand, and teaching experience. Also, the pedagogical competencies through their lived experiences to be extracted from 10 participants in an in-depth interview and 7 for focus group discussion. It was found out based on the integration of the data that the non-education teachers have a moderate proficiency in their pedagogical competencies. Hence, the non-education teachers may participate in the intervention program abbreviated as HSC – H for Help from experienced teachers, S for Seminars and training relevant for teaching pedagogy, and C for Curriculum design in earning units in education.

**Keywords:** Pedagogy, Pedagogical Competence, Non-education teachers, Workforce shortage, Academe, Senior High, Philippines

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## Understanding the Motivational Drives and Innovative Work Behavior as Determinants of Management Skills of Novice School Heads

**Luciano Orcullo Marimon Jr<sup>1\*</sup>, Thelma O. Alderite<sup>2</sup>**  
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### Abstract

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The demanding work of school heads of the modern education system is tough, and exhausting both mental and physical. The researcher had realized that these challenges could be a part of the school head's commitment to serving the country and rewards would wait to those deserving school heads who work religiously. In this study, novice school heads experiences were examined as regards their motivational drive, innovative work behavior, and management skills. The mixed-methods convergent parallel approach research design was employed in the study. There were 139 novice school heads identified through purposive sampling method in Region XI in the ten divisions: Davao City, Island Garden City of Samal, Panabo City, Tagum City, Davao Del Norte, Compostela Valley, Digos City, Mati City, Davao Del Sur, and Davao Occidental. Novice school heads could either be principal, head teacher, and school in-charge, appointed by schools division Superintendent and must have served as a school head for at least five years. The findings of the study revealed that the motivational drive, innovative work behavior, and management skills of novice school heads in Region XI were often observed. Likewise, the singular and combined influence of motivational drive and innovative work behavior on management skills was significant. Thematic analysis revealed that the novice school heads had meaningful experience which greatly motivated them, innovative skills were developed, and management skills had improved.

**Keywords:** Motivational Drive, Innovative Work Behavior, Management Skills, Novice School Heads, Mixed-Method-Convergent Parallel Approach, Phdel, Philippines

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## Working Towards Internationalization Through the Top Management Leadership Skills and Faculty Research Capability: A convergent Parallel Design

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### Abstract

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The study endeavored to explore the institutional internationalization efforts through the top management leadership skills and faculty research capability among the State Universities and Colleges (SUCs) in Region XI. The quantitative component made use of survey questionnaires administered to 400 participants. The method used was descriptive, correlational, and multi-regression analysis as it delved into testing the theory of leadership skills among the SUCs heads, faculty research capability and their relationship to institutional internationalization efforts. There were 10 participants involved for the in-depth interview and seven informants for focus group discussion to examine their lived experiences as they engaged in research, their experiences with the leadership of their heads, and how these experiences shaped their attitudes, commitment, and aspirations concerning institutional internationalization efforts. A triangulation mixed method design was used to compare and corroborate the results. Findings had shown that top management leadership skills and research capability of faculty influenced the institutional internationalization efforts among SUCs in Region XI.

**Keywords:** Educational Leadership, Internationalization Status, Faculty Research Capability, Top Management Leadership Skills, Convergent Parallel Design, Philippines

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## A Parallel Convergent Approach to Demystify the Work Engagement of Millennial Educators with Job Demands and Job Resources As determinants

**Angelita H. Balantac<sup>1\*</sup>, Thelma O. Alderite<sup>2</sup>**  
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### Abstract

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Millennials are confident, ambitious, and achievement-oriented workers in this generation mostly misinterpreted in their work engagement, and find interesting ideas for investigation particularly in the academic institutions. This research study utilized the mixed methods design specifically the parallel, convergent approach. The quantitative part of the study involved descriptive, and correlation approach and the qualitative part employed the phenomenological design. Data were analysed using the means, percentages, standard deviation, Pearson r correlation, and linear regression. Purposive sampling was used to select 300 respondents for the quantitative phase while 10 participants were chosen for the IDI and seven for the FGD. Adapted questionnaires were used to gather data for the qualitative phase and validated open-ended questions were used for the qualitative phase. Thematic analysis was employed to arrive at themes. The findings of the study revealed that the Millennial Educators' work engagement was influenced by job demands and job resources. The best predictor of work engagement was job resources.

**Keywords:** Educational Leadership, Work Engagement, Millennial Educators, Job Demands, Job Resources, Parallel Convergent Approach, Agusan del Sur, Philippines

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## Unfolding the Power of Climate Change- Enriched Learning Package in Chemistry: An Embedded Sequential Design

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### Abstract

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Climate change is a major global environmental threat today which has overturned environmental stability, with significant perils to ecosystems, food security, water resources, and economic soundness. Thus, in this study, the researcher aimed to probe the embedding of climate change topics in a learning package in the field of chemistry adapted from various sources. The study applied the mixed methods approach using descriptive and inferential statistical tools. The respondents of this study involved senior high- school students of a non- sectarian academic institution where they were chosen purposively. These senior high school students were from the K-12 track under Science, Technology, Engineering, and Mathematics (STEM). The results revealed that there is a significant difference in the posttest score between the control group and experimental in favor of the experimental group. This result implies that the experimental group performed better than the control group.

**Keywords:** Education, Educational Leadership, Climate Change Learning Package, Chemistry, Experimental, Mixed Methods, Philippines

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## Linking the Conflict Management Styles of School Leaders with Emotional Intelligence and Interpersonal Skills as Determinants: A Convergent Parallel Method

**Adelaida L. Manguio<sup>1\*</sup>, Felix C. Chavez<sup>2</sup>**

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### Abstract

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Conflict management styles of school leaders are finely tuned by the cognizance of each emotional intelligence and interpersonal skills. The study examined the association of conflict management styles of school leaders with emotional intelligence and interpersonal skills. It also determined the lived experiences of secondary school leaders as they manage conflict in their respective workplaces. A convergent parallel design was utilized in this study. Sets of adopted survey questionnaires were used to obtain data from the 150 respondents from among the school heads, head teachers, program coordinators, and department heads in Davao Region using the purposive sampling technique. There 10 participants for the in-depth interview, and 7 participants for the focus group discussion. The Mean and Standard Deviation were used to measure the level of conflict management styles of school leaders, emotional intelligence, and interpersonal skills. On the other hand, Pearson Product Moment Correlation employed to determine the interrelationships among the school leaders' conflict management styles, emotional intelligence, and interpersonal skills. The results revealed that there is a significant relationship between conflict management styles and emotional intelligence, and conflict management styles and interpersonal skills. Furthermore, using the thematic coding, substantial themes emerged which confirmed the results from the quantitative phase.

**Keywords:** Education, Educational Leadership, Conflict Management Styles, Emotional Intelligence, Interpersonal Skills, Convergent Parallel, Philippines

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## School Effectiveness of Basic Education among Private School in Region XI Thru Faculty Trust and Teacher Engagement: A Convergent Parallel Design

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### Abstract

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Many schools in vulnerable socio-economic communities are less effective due to lack of support for improvement. This result in a large proportion of pupils needing the basic functional skills to read and write or leave school without fully acquiring the cognitive and non-cognitive skills (OECD, UNESCO, 2005). This study determined the influence of faculty trust and teacher engagement on school effectiveness. The study utilized the convergent parallel mixed method research design. In the quantitative measurement, the teachers in private basic education schools in Region XI were the respondents of the study. A total of 400 teachers were selected using the purposive sampling technique. In the qualitative aspect, a total of ten (10) teachers coming from the same group of participants were invited for an in-depth interview, and eight (8) participants in focus group discussions. To attain homogeneity, the following criteria were set such that the participants should be a full-time teacher in the private basic education school. Only those teachers with one year tenure in the school were selected as part of the study. The researcher used an adopted questionnaire for quantitative analysis. An interview guide was utilized for the qualitative approach. The tools were subjected to content validity by experts and pilot tested to obtain its reliability. Results showed that faculty trust and teacher engagement has an overall descriptive mean equivalent of high. Furthermore, the level of school effectiveness as assessed by the faculty showed an overall descriptive mean equivalent of high. This showed that faculty trust and school engagement were significantly related to school effectiveness. The study will be conducted in Region XI which is located at the Southeastern part of Mindanao.

**Keywords:** Education, Educational Leadership, School Effectiveness, Faculty Trust, Teacher Engagement, Mixed Methods, Philippines

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## Organizational Climate and Empowerment as Covariates of Educators' Innovative Work Behavior: A Convergent Parallel Approach

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### Abstract

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This study aimed to determine the influence of organizational climate and empowerment to educators' innovative work behavior. A convergent parallel mixed methods approach was used in the study. The participants were the educators from the four State Universities and Colleges (SUCs) in the CARAGA Region, Philippines. There were 401 participants for the quantitative phase and 17 participants for the qualitative phase who were purposively chosen. In the quantitative phase, the results showed that the status of organizational climate in SUCs in the CARAGA Region was high, educators' empowerment and the display of innovative work behavior were always manifested. It further revealed that both organizational climate and empowerment significantly influence educators' innovative work behavior. In qualitative phase, there were four overarching themes that emerged pertaining to innovative work behavior which includes reliability, ingenuity and vibrance; fulfillment and influence; negative stressors and lack of support; and strength of character and work ethics. In addition, five overarching themes emerge on the impact of participants' experiences regarding organizational climate and empowerment to their beliefs, attitudes, and commitments. These themes include becoming more responsive and relevant; sustaining factors for teaching as a noble profession; driving factors for specialization, empowerment and global competitiveness; positive work environment; and service for others. Finally, in the integration of findings, it revealed that the results of two phases corroborated with each other.

**Keywords:** Educational Leadership, Convergent Parallel Mixed Methods Approach, Organizational Climate, Empowerment, Innovative Work Behavior, Philippines

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## Unveiling the Financial Literacy of Public School Teachers: A Convergent Parallel Approach

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### Abstract

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The Department of Education is persistent in its pursuit to protect its employees and their families from financial and legal implications of non-payment of debts and to curb the culture of over-borrowing because having several loans weaken the employees' capability to settle their obligations, which include payment of their monthly GSIS premiums and contribution. This mixed methods study aimed to look into the influence of financial literacy of public school teachers. At this stage in the research, the financial literacy of teachers was generally defined as their financial and professional well-being. Specifically, in analyzing the quantitative data, statistical tools such as Mean, Standard Deviation, and Anova t-test were used. To measure the relationship of the variables, Pearson r - moment correlation was used. This study will employ the convergent parallel mixed methods research design. In this design, both qualitative and quantitative data were collected concurrently, and by integrating the results, a more vigorous and complete understanding is possible than the use of either data source alone (Creswell, 2013). Likewise, this method was used to confirm, cross-validate or corroborate findings. Hence, it is often used to overcome a weakness in one method with the strengths of another (Creswell, 2013). Using simple random sampling, 400 faculty members of public elementary schools in Region XI respondents were chosen to participate in the quantitative phase of the study and 10 informants (10 for in-depth interview and 7 for focus group discussion) were chosen using purposive sampling technique to facilitate data gathering on the qualitative phase of this study.

**Keywords:** Education, Educational Leadership, Financial Literacy, Convergent Parallel, Mixed Methods, Design, Region XI, Philippines

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## Magnifying Professional Development Efforts and Innovative Practices as Correlates of Instructional Leadership Skills of Public Elementary School Principals: A Concurrent Parallel Approach

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### Abstract

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School principals' role as an instructional leader has become more complex amidst evolving professional development and innovative systems, leading to some becoming confused which trickles dissatisfaction and low motivation among subordinates. This concurrent mixed methods study underscored professional development efforts and innovative practices as correlates of instructional leadership skills among public elementary school principals in the Davao region, Philippines. By descriptive correlational design, the quantitative phase used standardized survey instruments in determining the status of the professional development efforts, innovative practices, and instructional leadership skills of 220 purposively selected school leaders. On the other hand, a triangulation of focus group discussion and in-depth interviews with a total of 17 school principals were utilized in the phenomenological qualitative phase, which explored their lived experiences and how these shaped their beliefs, values, and commitment as school heads. Statistical analysis revealed a very high level of professional development efforts, innovative practices, and instructional leadership skills among the school principals. Professional development and innovative practices have both singular and combined significant effects on instructional leadership.

**Keywords:** Education, Educational Leadership, Professional Development Efforts, Innovative Practices, Instructional Leadership, School Principals, Concurrent Parallel Mixed Methods Design, Philippines

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## Promoting the Mental Health of Higher Education Faculty Amidst Their Teaching Workload and Performance: A Quan + Qual Design

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### Abstract

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The changing socio-economic scenario made the teachers' undergone a drastic change which adversely affects their mental health. This mixed methods study addressed the higher education faculties' level of teaching workload and their performance, the status of their mental health, the influence of teaching workload and performance in their mental health and their lived experiences as they struggle to maintain their mental health amidst their teaching workload and performance. A convergent parallel mixed methods design was used. On the quantitative part, the participants were the 250 full-time faculties of the different private Higher Educational Institution in Region XI, both college and universities who were engaged in teaching for 1 to 30 years, chosen through quota sampling. To relate and compare the findings with the quantitative result, the qualitative utilized ten participants subjected for in-depth interview and seven for the focus group discussion from the same group who were chosen through purposive sampling. To attain homogeneity, the teachers have to be full time in their teaching status, a holder of Master and doctorate. The instruments used were adapted and validated by experts who were used for quantitative analysis and an interview guide for the qualitative part. Findings revealed that the teachers have a moderate teaching faculty workload, having an excellent performance, with healthy mental health status. The result of the regression analysis shows that the teaching workload and teaching performance can influence the mental health status of the teachers.

**Keywords:** Education, Educational Leadership, Teaching Workload, Performance, Mental Health, Mixed Methods, Philippines

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## Exploring the 21st Century Skills of Teachers and Innovative Leadership of Principal as Links to ICT Integration: A Convergent Parallel Approach

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### Abstract

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ICT implementation in day-to-day learning is still limited. It is always easier said than done, all those plans of integrating innovations in teaching and learning process. Also, there are lots of barriers that by some means prevent public institutions to act on the full integration of ICT in the teaching-learning process. Thus, this study aimed at exploring the 21st-century skills of teachers and innovative leadership of principal in relation to ICT integration in teaching. This study employed convergent parallel mixed method research design, specifically a descriptive correlation design that linked the 21st-century skills of teachers, innovative leadership of principal with the ICT integration in teaching. Likewise, a phenomenological research design was used in exploring the lived experiences of public elementary school teachers. The weighted mean was used in determining the level of the 21st-century skills of teachers, innovative leadership of principal and ICT integration in teaching among public elementary school teachers, while Pearson correlation was used in measuring the relationship between the variables. Also, Regression Analysis was used in identifying variables that significantly predicted the ICT integration in teaching. Using random sampling, 400 teachers for the quantitative data and using purposive sampling, 18 teachers (10 for IDI and 8 for FGD) for qualitative data both from public elementary schools in Region XI were chosen. Quantitative results show that there is a significant relationship in 21st-century skills of teachers and innovative leadership of principal as links to ICT integration in teaching.

**Keywords:** Education, Educational Leadership, 21st Century Skills, Innovative Leadership, ICT, Convergent Parallel Approach, Mixed Methods, ICT Integration, Region XI, Philippines

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## Linking Total Quality Management of Public Elementary School in Davao Region and their School-Based Management Implementation as Basis for Internal ISO 9000-Compliant Framework: A Convergent Parallel Approach

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### Abstract

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The International Organization for Standardization (ISO) 9000 certification has become the trend as a mark of global competitiveness of certified school in such a way that it offers solutions to global challenges. But only a few schools have monetary and manpower resources to get accredited. Thus, this becomes a great challenge to many schools especially to the public schools which are dependent on government funds and resources. With this scenario, only a few schools attempted to undergo the accreditation process. This convergent parallel mixed methods study aimed to address the causal associations of the factors and provide a plausible association to achieve the SBM advance level of implementation. Specifically, in analyzing the quantitative data, mean, standard deviation, Pearson-r moment correlation and regression analysis were used to measure level and the relationship of the total quality management and school-based management practices of the participants. Likewise, phenomenology was used to explore the lived experiences and challenges of participants concerning the nature of SBM implementation in elementary schools through thematic analysis. Using purposive random sampling, 160 respondents were chosen to participate in the quantitative phase of the study. Likewise, 17 informants (10 for an in-depth interview and 7 for a focus group discussion) were chosen using purposive random sampling to participate in the qualitative phase.

**Keywords:** Quality Management, Management Implementation, Convergent Parallel Approach

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## Strong Motivation be “My Success in Teaching”: How A Teacher Handling Hyperactive Student in Inclusive School can Eliminate the Shadow Teacher

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### Abstract

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The ideal standard for inclusive school is the existence of a shadow teacher to help a classroom teacher. However, unique condition happened to one of the classroom teacher in Indonesia who eliminated the function of shadow teacher and could handle the hyperactive students. This study aimed to analyze how the classroom teacher could handle hyperactive students without the shadow teacher from different sides which are motivation, learning method, learning approach, and teacher understanding. The qualitative data were collected by semi-structured interview and periodic observation. The data were analyzed by using the triangulation method. The result of the analysis showed that strong motivation of teacher believe that hyperactive students should be able to socialize independently, the importance of the role of parents in guiding and giving trust to hyperactive students and proper handling and approaches are needed. This study also showed that the most appropriate learning method by giving psychomotor activities, applicable reward and punishment, and seating arrangement properly.

**Keywords:** Eliminate Shadow Teacher, Hyperactive Student, Learning Method, Motivation

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## “His Strength Is My Strategies”: Experience of An English Teacher in Indonesia Teaching English for Hyperactive Students in Inclusive Class

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### Abstract

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Need analysis had been conducted as studies to get the strategies of teaching English for hyperactive students in the inclusive class. Some of the studies wanted to see the problem of hyperactive students while the others saw the barrier of hyperactive students in learning English. However, there were only a few studies giving attention to analyzing the strength of hyperactive students in learning English. This study aimed to describe how an English teacher did the analysis of the strength of hyperactive students then used it to find a strategy (Role models) in teaching English for hyperactive students in the inclusive class. The data of this study were collected by semi-structured interview and observation. Participatory action research as the method of the research with the descriptive qualitative technique was used to analyze the data. The analysis of results showed that an English teacher not only did the analysis to the students' needs such as problem and barrier but also in which more focused on the strength of hyperactive students. This study also provided the implication of role models strategy to teach English especially speaking skill for hyperactive students in inclusive class as the result of the analysis of the strength.

***Keywords:*** Hyperactive, Need Analysis, Teaching English, Inclusive Class

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## Principal leadership on Student Achievement in India

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### Abstract

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In a changing educational scenario, researchers focus on the principal leadership, for studies have revealed that there is a strong link between principal leadership and student achievement. In-depth interviews were conducted with five principals in leading schools for the research. Students' progress report, PTA meetings minutes, Staff meeting minutes, Physical facilities were examined to corroborate the findings and similarly based on the findings from the interview of principals, two senior teachers from respective schools were interviewed to validate the findings. The research found a strong relationship between principal leadership and student achievement. Principal brings the various curricular, co-curricular and extra-curricular variables under one umbrella for better student achievement. Successful Principal leadership maintains a clear focus on classroom instruction, provides a support system and quality service to the students and staff. Wherever the principal quality leadership existed there the teachers' professional competency, and developments were taken care, and they positively affected the student achievement. Good principal leadership tends to encourage parents' involvement in the school. Similarly, students seem to perform better in their schools when their parents are actively involved in the school. Likewise, the leadership style of principals has a strong impact on all the school variables such as teacher leadership, academic commitment, parental involvement, and school environment. The findings thus added to the otherwise scanty literature on leadership in India. The research could be possibly an eye opener to the people concerned with education to device policies and programs to strengthen the principal leadership in schools for a glorious future.

**Keywords:** Principal Leadership, Student Achievement, Creating A Culture Of Sensitivity, Student-Centred

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## MUDIK” Tradition as a Conventional Pattern in the Global Era

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### Abstract

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The Eid homecoming tradition called “mudik” in Bahasa; happens every year and all the time. Mudik at Eid is an interesting phenomenon because this culture can only be seen in several countries that have Muslim communities, including in Indonesia. The discussion about the phenomenon of Mudik is important because the nuances contained in it can be analyzed from various approaches, including sociology, religion and economic. The purpose of this study is to describe the phenomena of Muslims behavior in the tradition of Mudik. It is done in order to get information in depth through extracting accurate information in the field about Mudik as local wisdom that functions in forming harmony in the social life. The approach of this study used a qualitative approach with survey - descriptive methods, through interview, observation and documentation techniques. The sampling technique in this study was purposive sampling, and the informants were determined accidentally with a total of 27 people, located in Garut Bus Terminal and Garut Train Station. The data were analyzed through stages of reduction, display, analysis, and conclusion. The result shows that Mudik as local wisdom is still maintained with the purpose to establish harmony for the social life as social integration in the global era.

**Keywords:** Eid homecoming, Conventional Patterns, Social Life

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## Transforming Traditional Trade of the Hand-Woven Textile Community to Digital Trade: the case study of Tai Lue group at Toongmork, Chiang Kam, Phayao, Thailand

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### Abstract

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Nowadays, the world has been settled in the stage of the digital era — the evolution of society effects to wild area including the minority group in a small city. Digital technologies are a crucial influence on the human ontologies (Mungpattanasunthon, Jan 2019) and also reshape the activities of traditional societies such as Tai Lue hand-woven textile community at Toongmork, Chiang Kam, Phayao. Tai Lue is an ethnicity who has long cultural history. Originally, Tai Lue located their community in Xishuangbanna, Yunnan, the southern province in China and migrated to around China, Myanmar, Laos and in the northern of Thailand. Although they settled down in a different area, they still inherit the traditional culture such as hand weaving textile. Traditionally, the customer who preferred to trade or order Tai Lue hand weaving textile would contact the group by travel to the area. At present, the more high technologies invented, the more conveniences human have. Tai Lue also uses social media especially Line application to contact with the customer for their dealing. Therefore, the key point of this study aims to explore how the traditional trade of the hand-woven textiles community was reshaped to social media trade in the disruptive technology era. For the methodology, the investigations are based on qualitative research method by starting with 1) reviewing multiple documents and literature on three aspects, that is, the history of Tai Lue woven-textile culture, traditional trade, digital trade, and 2) in-depth interview and site investigation approach are adopted to conduct the community study and data analysis.

**Keywords:** Digital trade, Social Media, Community Studies, Culture Studies, Tai Lue, Hand- Woven Textiles

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## The Moderating Effect of Emotional Intelligence on the Relationship between Passion and Work Outcome among Secondary School Teachers in Davao Region

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### Abstract

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This study dealt with the moderating effect of emotional intelligence on the relationship between passion and work outcome among Secondary School Teachers in the Davao Region. Non-experimental quantitative research design utilizing a descriptive correlation technique and moderation analysis were employed in the study. Adapted survey questionnaires were given to a sample of 400 secondary school teachers in Davao Region chosen through stratified random sampling. The findings showed a high level of passion in terms of passion criteria, harmonious passion, and obsessive passion. The study also revealed that the indicators of work outcome have high levels in terms of job autonomy, job satisfaction, and job performance. Further, the result also showed a high level of emotional intelligence among secondary school teachers in Davao Region. Results revealed that emotional intelligence significantly moderates the relationship between passion and work outcome of teachers.

**Keywords:** Educational Management, Passion, Work Outcome, Emotional Intelligence, Teachers, Philippines

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## Casting shadows of doubt: Perspectives of Reputable Journalists on Fake News

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### Abstract

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This study explored how three of Davao City's reputable and veteran journalists viewed fake news, and what they perceived as its causes and consequences. Since the term fake news has elicited public attention because of its role in international and national elections, problems have been attributed to it. From in-depth interviews with the participants, results revealed that they viewed fake news as fabricated, unacceptable, causing ignorance, and money-making. The causes were pointed out as can be done by anyone, deliberate and motivated, and for profit. They identified the consequences as negative but entertaining, leading to generalized judgment of news, and destructive. In conclusion, the meaning effects of fake news must be understood by society because it affects everyone. In a democratic society which engages every individual to be involved in every dialogue, it is important for the press and the public to understand fake news can come from anyone in the city, in the country or the world.

**Keywords:** Mass Communication, case study, fake news, journalists' perspectives, Davao City

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## Personality Traits And Willingness to Communicate in Context Among ESL Learners

**Jay Marc Arellano N<sup>1\*</sup>, Edwin L. Nebria<sup>2</sup>**  
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### Abstract

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This study determined which domain in personality traits of students significantly influences their willingness to communicate in context. The study employed a quantitative, non-experimental research design using the correlational technique. The respondents were the 323 Grade 9 students of 304359, and they were determined using the stratified quota sampling procedure. The Mean, Pearson r and Regression Analysis were the statistical tools used in this study. Moreover, adapted survey questionnaire was used to measure the extent manifestation of personality traits and willingness to communicate in context. The result showed all indicators of personality trait were high and the level of willingness to communicate in context was moderate. Further, data showed that there was a significant relationship between personality traits of students and willingness to communicate in the context in terms of extraversion, conscientiousness, agreeableness, openness to experience, and neuroticism (talking in meetings, small groups, and dyads). However, there was no significant relationship in terms of neuroticism and willingness to communicate on the public on public speaking. Among the domains of personality trait, extraversion, openness to experience, and agreeableness were found to the significant predictor of students' willingness to communicate in context. Likewise, among the domains, extraversion is the best predictor of willingness to communicate in context.

**Keywords:** Teaching English, Personality Traits, Willingness To Communicate In Context, ESL Learners, Philippines

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## Reinforcing the Success of the Social Work Licensure Performance: Predictability Analysis

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### Abstract

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This study was conducted to improve the curriculum of the social work program relative to the licensure examination performance. The study employed the board examination performance of the program from 2010 to 2015, the grade point average (GPA) and the pre-review course grade of the students. It was found that neither the GPA nor the pre-review course grade can predict the outcome of the licensure examination for social workers. This would give the impression that there is a mismatch between academic training and the requirements in passing the licensure examination. An action plan is needed to be developed relative to curriculum and intervention program. Review of the curriculum would address the mismatch in academic training with the requirement of passing; while the pre-review course or intervention program needs to be redesigned in order to meet the competency requirement in the profession. The action plan developed would deal with these concerns and ensure that everything will be effective.

***Keywords:*** Reinforcing, Social Work, Performance, Predictability Analysis

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## Summative Evaluation of Community Extension Project: A Phenomenological Inquiry

**Helen Q. Omblero\***

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### Abstract

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This study conducted as a basis for termination after the completion of a project. The Social Work program of the University of Mindanao had embarked on a community extension project called Bansay Alang sa Kauswagan sa Katilingban (BANGKKA) from 2005 to 2013 in Davao City. Beneficiaries were given training on project management, leadership, organizational development, and values education that included environmental sanitation. Twenty-one (21) participants joined the FGDs and in-depth interviews. The findings of the study revealed overall positive feedback from the beneficiaries of the BANGKKA project. The beneficiaries' household income has augmented because they were able to manage the livelihood projects well owing to the leadership training given to them by the university that enhanced their leadership skills especially in managing the project. More importantly, findings revealed that the community extension services of the University of Mindanao have resulted in a positive impact on the lives of the beneficiaries and their communities continuously. These findings have somehow reiterated the importance of community extension services of not only the educational institutions but other sectors of society for the welfare of the entire nation.

**Keywords:** Bangkka, Community Extension Services, Leadership Training, Organizational Development, Project Development, Project Management

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## Determinants of Teachers' Decision to Stay: A Causal Model

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### Abstract

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The study determined the level of teachers' decision to stay in their organizational commitment, work values, and quality of life in a private university. Using descriptive-correlation and Structural Equation Modeling, the researcher studied the responses of 256 respondents through universal sampling. Findings revealed high levels of organizational commitment, work values, and quality of life and teachers' decision to stay. A significant relationship was shown between all latent exogenous variables and teachers' decision to stay; only organizational commitment in latent exogenous variables significantly influenced the endogenous variable teachers' decision to stay. Results of the proposed model using SEM revealed the importance of organizational commitment and work values as major predictors of the decision to stay. Structural Model 5, which depicted the direct causal relationships of organizational commitment and work values to the teacher's decision to stay, was found to be the best fit and most parsimonious model. In the light of the above-stated findings, as consistent from the literature review that decision to stay of current jobs is an important issue from the teacher's perspectives as it affects the teacher's organizational commitment, work values and quality of their lives.

**Keywords:** Organizational Commitment, Work Values, Quality Of Life, Teachers' Decision To Stay, Structural Equation Modelling

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## Quality Living Conditions and the Boarding Preferences of UM College Students

**Ana Helena R. Lovitos** \*  
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### Abstract

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The main objective of this descriptive study was to explore and analyze the quality living conditions and the boarding preferences of UM college students who were renting in temporary shelters in Davao City, Philippines at the time of the investigation. Through a random sampling method, 300 students from ten colleges participated in the survey using two sets of validated questionnaires. Informal interviews were also conducted to randomly selected boarding house operators for the triangulation of results. The study obtained the initial interrelated ideas in the survey and informal interviews by means of open coding and exploratory analysis. Aside from accessible means of transportation, the student-participants favored affordable rental fees, organized house rules, provision of basic amenities and proper waste management. And on top of all these basic services, they desired a friendly atmosphere while they live, study and/or work in the land of promise, the metropolitan Davao. In general, UM college boarders prefer practicality, safety, and security in a supportive environment.

**Keywords:** Education, Preferences, College Students, Boarders, Boarding Operators, Philippines

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## Relational Trust and Work Values as Determinants of Faculty Productivity

**Elleine Rose A. Oliva\***

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### Abstract

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The rationale of this investigation was to determine the relationship between relational trust and work values to the productivity of faculty in the University of Mindanao both main and branches. Relational trust comprised of respect, competence, personal regard, and personal integrity. Work values centered on professional values, organizational values, and social values. The productivity of faculty focused on teaching, service, and research. The method used in this study was a quantitative correlation method. The samples in this study were 372 teachers using universal sampling. The data were then analyzed by *mean* and *person r*. The results of this study concluded that relational trust and faculty productivity was not significant to each other; this implied that relational trust did not affect the productivity of faculty. Furthermore, work values were significantly dependent to the productivity of faculty; this implied that if the faculty possessed high work values they also showed high productivity, and if they have low work values the productivity was also low.

**Keywords:** Relational Task, Work Values, Productivity of Faculty, Philippines

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## The Pre and Post Retirement Episodes in the Life of Single Lady Teachers: A Multiple Case Study

**Lyndon Quines\***

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### Abstract

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The purpose of this case study was to provide awareness on retirement preparation for those approaching retirement age. This study may inspire retiring teachers to explore ways and means for adjustment to retirement. Four informants were chosen to undergo an in-depth interview. The result of the interview was transcribed, translated and coded to generate themes. Several concerns emerged. As regards to retirement plans, the following were the themes: spend wisely, socialize, work part-time and acquire house while in terms of preparations, the following were: safekeeping of employment record and thinking wisely. As to expectations, complete relaxation and big retirement benefit were the themes while in terms of pre-retirement life, the following were: having happy moments, having sad moments and having a doubtful mind. In terms of post-retirement, the following themes were: having a feeling of emptiness, having an enjoyable life and doing a part-time job. Moreover, in terms of employers' support, the following themes were: procedural assistance in retirement papers and caring pieces of advice.

***Keywords:*** Pre and Post Retirement, Life of Single Lady Teachers

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## Self-Regulated Learning, Pedagogical Competence, Formative Assessment Towards School Context: A Structural Equation Model

**Eunice A. Atienzar\***  
University of Mindanao, Philippines

### Abstract

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Over the years the dominant form of school systems is based on the contention that student and school success is defined solely by student performance, accumulation of subject credits or passing or graduation rates, with schools, generally having annoying environments of students due to various expectations and requirements of teachers. The purpose of this study is to adapt the school context model (Bascia 2014) where various school environments through the variables as self-regulated learning, pedagogical competence, and formative assessment would shape students' opportunities to learn. There were 400 respondents who were the graduate school students of the University of Mindanao; an appropriate number for Structural Equation Modeling (Yuan et al., 2010). A descriptive correlation technique using a structural equation model was used to determine which domain best fits school context, with descriptive statistical, correlation and regression measures. The findings were: the levels of self-regulated learning, pedagogical competence formative assessment, including school context were generally high, and the combination of the aforementioned variables significantly influenced school context. The Structural Model 5 is the best fit model which indicated that school context is best anchored on self-regulated learning and pedagogical competence.

**Keywords:** Educational Management, Self-Regulated Learning, Pedagogical Competence, Formative Assessment, School Context, Philippines

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## A Structural Equation Model on Quality Technical Vocational Education and Training Program

**Alvielou M. Villanueva\***  
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### Abstract

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The purpose of this study was to determine the best fit model of TVET quality program factors. Specifically, it established the interrelationship among classroom management strategies, professional commitment, and leadership practices of selected private schools in Region XI. Quantitative research design and structural equation model were utilized in this study. The data were gathered from the 400 teachers of selected schools in Region XI. There were four sets of survey questionnaires used in data gathering. Findings revealed that the level of classroom management strategies, professional commitment, leadership practices was very high, and high for TVET quality program factors. There were significant relationships between and among spiritual leadership, school culture, efficacy belief, and TVET quality program factors. Results also revealed that classroom management strategies, professional commitment, leadership practices significantly influence TVET quality program factors. Importantly, the parsimonious model suggested that classroom management strategies, professional commitment, leadership practices are drivers of TVET quality program factors of respondents in the study. Conclusive statements were drawn based on the findings of the study; the level classroom management strategies are very high level, professional commitment and leadership practices correspondingly. The level of professional commitment is very high respectively. The level of leadership practices is very high, and the level of TVET quality program factors is high. On the other hand, there are significant relationships between classroom management strategies and TVET quality program factors, professional commitment and TVET quality program factors, efficacy belief and TVET quality program factors. Moreover, classroom management strategies, professional commitment, leadership practices are predictors of TVET quality program factors. Furthermore, generated model 4 fits TVET quality program factors.

To be Continue....

To be Continue....

This means that the causes of the TVET quality program factors lean on the professional commitment, leadership practices which stimulated by the academic leaders and educational advocates. In addition, TVET quality program factors are best anchored on leadership practices which signifying that the extent of leadership practices could mean higher TVET quality program factors.

**Keywords:** Causal Model, TVET Quality Program Factors, Schools, Region XI, Philippines

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## The Moderating Effect of Openness to Experience on the Relationship between Emotional Intelligence and Teaching Competency of Teachers

**Ma. Leonora Theresa S. Ibacarra<sup>1</sup>, Gloria P. Gempes<sup>2</sup>, Rinante L Genuba<sup>3\*</sup>**

<sup>1,2,3</sup> University of Mindanao, Philippines

### Abstract

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The prime purpose of this study is to determine the moderating effect of openness to experience on the relationship between emotional intelligence and teaching competency of teachers in Caraga Region, Philippines. Adapted survey questionnaires were administered to a sample of 400 teachers from various schools in the region. Findings revealed that the level of emotional intelligence is high, teaching competency is very high and the level of openness to experience is high. Further, the results of the study showed that emotional intelligence and openness to experience are significantly related to teaching competency. This leads to the final result indicating a significant moderating effect of openness to experience on the relationship between emotional intelligence and teaching competency. Teachers who are more open to experience are more emotionally intelligent resulting in competency in their teaching profession.

**Keywords:** Openness to Experience, Emotional Intelligence, Teaching Competency, Moderating Effect, Philippines

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## Student Discipline in the Classroom: Public School Teachers' Point of View

**Maria Corazon Alonzo Virtudazo<sup>1\*</sup>, Eugenio S. Guhao<sup>2</sup>,  
Geraldine D. Rodriguez<sup>3</sup>**

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### Abstract

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The purpose of this study was to describe the lived experiences of public school teachers on student discipline in the classroom. A qualitative phenomenological approach using in-depth interview and focus group discussion were conducted to 21 teachers of Sarangani Division for the School Year 2016-2017. There were six themes that emerged as experienced by teachers in imposing classroom discipline, namely; harassment and intimidation; student defiance and disobedience; teachers' risk of litigation; parental assent; favorable learning environment; and appreciation. The participants of the study had different approaches in coping with the problems on student discipline in the classroom through parental involvement and collaboration; positive reinforcement and affection; constancy and consistency; knowing students on a personal level; calmness and composure; and constructive approach. As to their insights, the themes generated were known your students; traditional approach may no longer work; teachers need support from administrators, and parents' involvement is crucial.

**Keywords:** Educational Management, Student Discipline, Public School Teachers, Phenomenological Study, Philippines

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## Reading Program Delivery in Public Elementary Schools: Students' Perspective

**Glenda L. Morales\***

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### Abstract

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The main purpose of this qualitative phenomenological study was to determine the experiences of students in reading program delivery in public elementary schools, their coping mechanisms, and insights. In-depth-interview and focus group discussion were applied to solicit responses with 21 students in Sarangani Division for the School Year 2016-2017. The students shared that among their experiences were a sense of learning inadequacy; a sense of insecurity; lackluster strategies in teaching reading; and disinterest and lack of enthusiasm. As to the coping mechanism of the students, the themes generated were: family assistance and involvement; reading consistently and regularly; being resourceful and seeking help; and being focused and self-controlled. Finally, the students stressed their insights as to good reading brings advantages and benefits; good reading requires focus and hard work, and good reading requires discipline.

**Keywords:** Educational Management, Reading Program Delivery, Public Elementary School, Student Perspective, Philippines

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## Inclusive Education In Public Elementary Schools: Teachers' Standpoint

**Lorma L. Mendoza\***  
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### Abstract

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The purpose of this study was to describe the implementation of inclusive education in public elementary schools; how they coped with the challenges of inclusive education and the insights to the implementation. A qualitative phenomenological approach was utilized with 15 teachers in Sarangani Division for the year 2016-2017. The participants were selected to undergo an in-depth interview and focused group discussion. The results of the interview were transcribed, translated and coded to produce themes. As regards to teachers' experiences, the following were the themes: lack of readiness and preparation; lack of provision and support; teaching in doubly difficult situations; being in the crossfire of tantrums and fights; dealing with hyperactive and overcharge learners; lack of backing from school head and peers; lack of parental engagement; and work overload. As they look upon their challenges, the themes were created: a variety of approaches; the concerted effort of the school community; teamwork and partnership with family; continued learning and professional development; and tender love and care. As to their insights, the themes were generated: there is a need for proper teacher placement and training; there is a need for sufficient resources and funding; every child with special needs deserve a chance; inclusion can work, and leadership backing and collaboration is vital.

**Keywords:** Educational Management, Inclusive Education, Public Elementary School, Teachers Standpoint, Philippines

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## Implementing An Effective Student Discipline: School Heads' Perspective

**Dorothy Joy S. Sichon\***

University of Mindanao, Philippines

### Abstract

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The purpose of this study was to describe the implementation of students' discipline. A qualitative phenomenological approach was employed to 13 school heads of both elementary and secondary schools in Sarangani Province Division in the School Year 2016-2017. To gather data, in-depth interview and focus group discussion was conducted. The results of the interview were transcribed, translated and coded to produce themes. As regards the experiences of school heads, the following were the themes: parental participation and involvement (on one hand); parental inattention and non-engagement (on the other hand); school-wide adoption of child protection policy; diverse levels of teacher acceptance; teacher inadequacies and inconsistencies; and continued indiscipline of students. Looking upon their challenges in the student discipline implementation, the following themes were created: parental engagement and collaboration; provision of teacher guidance and support; use of "positive discipline"; diverse levels of teacher acceptance; and use of creative approaches. As to their insights, the following themes were generated: parental involvement is essential to student discipline; schools should be steadfast in the implementation; be positive and constructive; teachers need understanding and support, and discipline should be relevant and pertinent.

**Keywords:** Education, School-Wide Adoption, Child Protection Policy, Positive Discipline, Philippines

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## Inspire Me With Your Words: Affirmation in the Eyes of the Fast Learners

**Jasley Babe M. Eulogio<sup>1</sup>, Mary Nicole T. Ignacio<sup>2</sup>, Rejay  
Josephat D. Lañohan<sup>3</sup>, Jocelyn B. Bacasmot<sup>4\*</sup>**  
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### Abstract

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The purpose of this study was to explore the experiences of Senior High School students of the University of Mindanao who were enlisted in the high honour roll; to investigate how affirmation influence their learning; and to discover what it is like for them to be recognized, praised, approved, and validated. The method used was a Qualitative Phenomenological Design using the eight in-depth interviews. The analysis was done through the use of Phenomenological Reductions, namely: bracketing, horizontalization, delimiting, clustering, and coding. It was found out in the study that the informants have different experiences with regards to affirmation. Results showed the sensation and emotion they had felt when they were affirmed. The study also revealed seven emergent themes with corresponding invariant descriptive constituents or horizons.

**Keywords:** Affirmation, Phenomenological Design, Phenomenological Reductions, Invariant Descriptive Constituents

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## Study Anxiety as Predictor of Student Engagement

**Janice P. Tabanao\***

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### Abstract

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The main objective of the study was to determine which domains in the study anxiety significantly influence student engagement. The respondents of the study were the 217 public elementary students selected at random from Governor Generoso for the school year SY 2015-2016 using universal sampling. An adopted questionnaire which was modified by experts was used in gathering the data. Mean, Pearson-r and Regression were the statistical tools employed to analyze and interpret data. Results revealed that the student anxieties in terms of class participation anxiety, math anxiety, and social anxiety were very high during high level for language anxiety. There was a significant relationship between the level of student anxiety and student engagement. Exam anxiety came out as the domain that best predicts student engagement.

**Keywords:** Educational Management, Study Anxiety, Student Engagement, Philippines

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## Metacognitive Awareness and Attitudes toward Problem-Solving in Science of Senior High School Students

**Elvina L. Taran<sup>1</sup>, Hansel Roy R. Nalla<sup>2</sup>**

<sup>1,2</sup> University of Mindanao, Philippines

### Abstract

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The main objective of the study was to find out which domain of metacognitive awareness of senior high school students significantly influences their attitudes toward problem-solving in science. Using stratified random sampling, the respondents of the study were the 281 senior high school students from Magpet, North Cotabato for the school year 2017-2018. A quantitative non-experimental design was used employing the correlational technique. Mean, Pearson r, and Regression were the statistical tools employed in the analysis and interpretation of the data. Results revealed that the metacognitive awareness of senior high school students was rated high. It also indicated that the attitudes toward problem-solving in the science of senior high school students was moderate. Also, there was a significant relationship between the metacognitive awareness of senior high school students and their attitudes toward problem-solving in science. Furthermore, regulation of cognition was the domain that best influenced the attitudes toward problem-solving in the science of the senior high school students.

**Keywords:** Education, Metacognitive Awareness, Attitudes toward Problem-Solving in Science, Philippines

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## Non-Aligned Teachers in Technology and Livelihood Education: A Phenomenology of Disinclination

**Joseph Deligero<sup>1\*</sup>, Gloria P. Gempes<sup>2</sup>**  
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### Abstract

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Disinclination sometimes means a reluctance to commit oneself. However, in contrary to the conceptual definition of the word, 17 non-aligned TLE teachers in the secondary high schools of Davao City have contributed their worth-sharing narratives in teaching a subject they do not major, but still have all the willingness to do some extra mile, all for the benefit of their learners. This phenomenology of disinclination covers the struggles of the teachers who embraced the challenge of teaching TLE subjects. They are the ones who have found a silver lining to the situation, that instead of being pessimistic, they see it as an opportunity for their professional expansion. Essential themes were generated based from the core ideas of their statements to highlight their voices of true commitment to deliver quality instruction so that young learners will learn and will be able to apply their learning as they take any of the four exits after finishing a track and chosen specific strand. With these willing hearts to extend all their efforts, their yearnings to gain more training in order to equip themselves and upgrade their skills, should not be discarded. Out-of-field teaching is not going to go away immediately, but with targeted funding for retraining, professional development programs and mentoring of less specialized teachers, it would be possible to provide opportunities for committed teachers to extend their teaching expertise and maintain high-quality teaching.

**Keywords:** Out-of-Field Teaching, TLE Teachers, Disinclination, Philippines

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## Pedagogical Attrition of Teachers in Local Colleges: A Grounded Theory

**Gary P. Lagatiera<sup>1\*</sup>, Gloria P. Gempes<sup>2</sup>**  
<sup>1,2</sup> University of Mindanao, Philippines

### Abstract

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This qualitative grounded theory explicates Pedagogical Attrition in Local Colleges within the boundaries of Davao Region. Despite the compendium of literature being examined and several of theories collected, which all tried to elucidate this phenomenon of teacher dropouts, none of which truly drew the real picture of what is happening in these Local Government Unit-owned higher educational institutions. Thus, this study captures the sentiments of the educators who once shared their time and effort to their respective schools, with anticipations of getting a long-term and secured employment, yet left their jobs at the earliest time they never hoped to arrive. The Bootcamp Model presented in this study explains the phenomenon exclusive for those teachers who were fresh graduate hires, who only spent time teaching in the local colleges in order to gain experience. The Exhaustion Model, on the other hand, mirrors the different stories of those teachers who have accumulated loads of reasons before jumping into the next opportunity available. Arriving into data saturation was made possible by employing in-depth individual interviews with the research informants. Case-based Memoing was completed in order to digest every word and meaning of those words shared by the informants to the researcher. Thematic analysis was also expended, to compile the deep revelations of these teachers about their once lived experiences as local college educators. Results revealed that no amount of benefits they are getting from their previous local college employment could outweigh the greener pasture they are savoring with their jobs at present.

***Keywords:*** Pedagogical Attrition, Grounded Theory, Philippines

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## Rogationist Pedagogy through the Lens of Its Religious Educators in The Philippines: A Hermeneutics Phenomenology

**Fr. Danny C. Montaña<sup>1\*</sup>, Gloria P. Gempes<sup>2</sup>**  
<sup>1,2</sup> University of Mindanao, Philippines

### Abstract

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Rogationist Pedagogy means the system and tenets used by the Religious Educators of the Congregation of the Rogationists in the Philippines that was espoused by St. Hannibal Mary di Francia, the Founder. It is anchored in the principle that “every person is a vocation-project of God’. This qualitative hermeneutics phenomenology discovers and rediscovers the journey of the Religious Educators as they employ the Rogationist Pedagogy in their respective educational institutions in the different parts of the Philippines. Essential themes were generated extracted from the core ideas of their experiences to highlight their insights of true commitment to living their vocation to the fullest through educating the minds and heart of the children and the youth. With these, it gives them a realization that employing the Pedagogy led them to discover of being a steward, servant leader and that every student/pupil is God’s gift they must accompany to the fullness of the realization of their plans discerned as the will of God. Furthermore, the phenomenon and experiences of life changes bring the transformative character of the Rogationist Pedagogy. True, every Pedagogy leads to transformation. This transformation is not simply mere success or taking the values necessary, but rather, it speaks of a transformed life that daily goes with its struggles, celebrates the blessings, empowered in the discipline and place where he/she belongs and most importantly, he/she lives his vocation in holiness.

**Keywords:** Rogationist Pedagogy, Religious Educators, Hermeneutics, Philippines

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Abstract Proceeding Book  
SDITBSS- April 05-06, 2019  
Hong Ko  
ISBN: 978-969-695-028-8

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## **TRACK C: ENGINEERING & TECHNOLOGY SCIENCES**



## Bidirectional Enhanced Selection Technique Employing Boolean and Distinct Function

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### Abstract

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A sorting algorithm is a step by step procedure in arranging items on the list in particular order (ascending or descending). Sorting is one of the important data structure concepts that play a significant role in computer systems, file management, memory management, and many real-life applications. Among the sort algorithm, selection sort is the simplest and very straightforward. It resembles human instinct in arranging items in particular order. However, selection sort is considered the second worst algorithm in terms of time complexity for huge data. Due to the lousy performance of selection sort on huge data, several enhancements were developed to improve runtime complexity. These enhancements have a significant improvement in the runtime complexity of the classical selection sort. This paper proposes a modified selection sort algorithm that utilizes a stack to store the previous maximums or minimums. The results show that the Modified Selection Sort Algorithm has a significant runtime complexity improvement compared with the other sorting algorithms. This study has a significant contribution to the field of data structures in computer science.

**Keywords:** Bidirectional, Distinct Function, Employing Boolean

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## Antihelmintic Activity of Capsicum Annuum Var. longum Placental Extracts Against Ascaridiagalli in Gallus GallusdomesticusStool

**Gentiles, Michael C<sup>1</sup>, Rollo, Mary Grace D<sup>2</sup>, Normeliza  
Morales<sup>3\*</sup>**

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### Abstract

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This paper aimed to assess the anthelmintic activity of the placental extracts from *Capsicum annuum* var. *longum*, locally known as “Siling-haba” against gastrointestinal parasites *Ascaridiagalli* found in *Gallus gallusdomesticus* (also known as Broiler chicken) stool. The study also aimed to identify the secondary metabolites present in the placental region of *Capsicum annuum* var. *longum*. Randomized Blocked Design (RBD) and Descriptive analysis were used which employed five (5) treatments with three (3) replicates. A total of 45 chicken were treated. Laboratory procedures were conducted at the Microbiology and Parasitology Laboratory of the University of Mindanao, Davao City, the Philippines from September to November 2018. The collected chili species were packed, refrigerated; air dried and cut into approximately 2x2 mm. Ethanol was added and refluxed at 90°C of the water bath in 2 hours. Phytochemical analysis was done to indicate the presence of alkaloids, flavonoids, saponins, and tannins. Concentrations of treatment include 1%, 10%, 50%, and 100% and a positive control using Levamisole which was administered twice a day orally for three (3) days. Preliminary fecal collections and parasitic egg counting were done before the treatments. Modified McMaster Method was followed in the egg counting. Parasitic eggs were initially identified by the researcher and then confirmed by the experts from the Department of Agriculture, Region XI. The result of the phytochemical screening indicated the presence of three secondary metabolites which were the alkaloids, flavonoids, and tannins. The fecalysis results in revealed a diminishing number of the parasitic eggs in all concentrations of the *Capsicum annuum* var — *Longum* placental extracts. Significant decreased can be observed in T2 which has an equivalent effect to the pure extract. The positive effect of *Capsicum annuum* var. *Longum* placental extract against *Ascaidiagalli* could be a potential source of an organic anthelmintic drug.

**Keywords:** Antihelmintic Activity, *Capsicum Annuum* Var

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<sup>2nd</sup> International Conference on “Sustainable Development in Information Technology, Business and Social Sciences” (SDITBSS-2019)



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Abstract Proceeding Book  
SDITBSS- April 05-06, 2019  
Hong Kong  
ISBN: 978-969-695-032-5

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## **TRACK D: HEALTH AND MEDICINE STUDIES**



## Instigation Of Sulfas Ferosus Tablet Consumption Using Video And Iron Diary To Decrease Anemia In Pregnant Women; Case Report In Banjarmasin Indah Public Health Centre, Banjarmasin, South Kalimantan, Indonesia

Noor, Meitria Syahadatina<sup>1\*</sup>, Pratama, I Gede Bagus Raiputra<sup>2</sup>,  
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### Abstract

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Anaemia is a condition with haemoglobin less than 11 g/dl. Based on data in Banjarmasin Indah Public Health Centre January-October 2018, there were 243 pregnant women who checked their haemoglobin, and there were 99 pregnant women (40,7%) who suffered anaemia. From 99 pregnant women with anaemia, there were only 18 pregnant women (18,2%) who consumed iron tablets regularly. Survey was done from 20 anaemia pregnant women to know the reasons of iron consumption unregularly. The results were they had good knowledge 80% and not good knowledge 20%; always remembered to consume iron tablets 100%; felt lazy to consume iron tablets 80% and felt not lazy 20%; felt side effects such as nausea 50% and didn't feel side effects 50%. Instigation about how to consume iron tablets and decrease side effects was done by using video and iron diary. Its goal was to increase achievement of iron consumption. Instigation was done to pregnant women who visited Banjarmasin Indah Public Health Centre. Knowledge and motivation of them were evaluated before and after the instigation. The evaluation from all of the pregnant women who attended had shown that there were increasing of knowledge and motivation before and after instigation. Score of knowledge was 53,57 became 77,14; p value = 0,000 with paired T test 95%. Score of motivation was 41,43 became 46,07; p value = 0,000 with Wilcoxon test 95%. The conclusion was instigation using video and iron diary could increase knowledge and motivation of pregnant women to consume iron tablets and decrease the side effect.

**Keywords:** anaemia pregnant women, side effect of iron tablets, instigation

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Abstract Proceeding Book  
SDITBSS- April 05-06, 2019  
Hong Kong  
ISBN: 978-969-695-032-5

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## **FUTURE EVENTS**

## 2<sup>nd</sup> INTERNATIONAL CONFERENCE ON

“Sustainable Development in Information Technology,  
Business and Social Sciences (SDITBSS-2019)



**This conference is jointly organized by Global Illuminators, Graduate School, University of the Immaculate Conception, Philippines Davao,**



**Philippines and University of Mindanao, Philippines**

**Date:** April 05-06, 2019

**Venue:** Grand View Hotel, Hong Kong

**Submission Email:** [sditbss@gissf.com](mailto:sditbss@gissf.com)

**Abstract Submission Date:** March 15, 2019

**Full Paper Submission Date:** March 20, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

### **Conference Main Tracks**

- Social and Community Studies
- Arts
- Humanities
- Civic and Political Studies
- Cultural & Global Studies
- Environmental Studies
- Organizational Studies
- Educational and Communication Studies
- Economics, Finance & Accounting
- Business and Management Studies

For more details visit <http://gissf.com/>



## 2<sup>nd</sup> INTERNATIONAL CONFERENCE ON

“Management Techniques, Social Sciences, Humanities & Tourism Research (MSHTR-2019)”



This conference is jointly organized by Global Illuminators, and University of the Immaculate Conception, Davao, Philippines



**Date:** April 19-20, 2019

**Venue:** Hotel Grand Pacific Singapore

**Submission Email:** [mshtr@gissf.com](mailto:mshtr@gissf.com)

**Abstract Submission Date:** March 30, 2019

**Full Paper Submission Date:** April 05, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

### Conference Main Tracks

- Social and Community Studies
- Arts
- Humanities
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- Business and Management Studies

For more details visit <http://gissf.com/>

## 2<sup>nd</sup> INTERNATIONAL CONFERENCE ON

“ Law, Business, Education and Social Sciences  
(LBESS-2019)”



**Date:** June 15-16, 2019

**Venue:** Novetal London Waterloo Hotel, UK

**Submission Email:** [lbess@gissf.com](mailto:lbess@gissf.com)

**Abstract Submission Date:** May 15, 2019

**Full Paper Submission Date:** May 20, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

### **Conference Main Tracks**

- Social and Community Studies
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## 2<sup>nd</sup> INTERNATIONAL CONFERENCE ON

“Dynamics of Management and Economic Research  
(DMER-2019)”



**Date:** June 22-23, 2019

**Venue:** Novotel Barcelona Sant Joan Despi, Spain

**Submission Email:** [dmer@gissf.com](mailto:dmer@gissf.com)

**Abstract Submission Date:** June 05, 2019

**Full Paper Submission Date:** June 10, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

### **Conference Main Tracks**

- Social and Community Studies
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For more details visit <http://gissf.com/>

## 2<sup>nd</sup> INTERNATIONAL CONFERENCE ON

“Emerging Issues in Economics , Social Sciences and  
Business Management (EIESSBM-2019)”



**Date:** July 13-14, 2019

**Venue:** The Federal Kuala Lumpur Malaysia

**Submission Email:** [eiessbm@gissf.com](mailto:eiessbm@gissf.com)

**Abstract Submission Date:** June 20, 2019

**Full Paper Submission Date:** June 30, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

### **Conference Main Tracks**

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## 3<sup>rd</sup> INTERNATIONAL CONFERENCE ON

“Academic Research in Social Sciences and Humanities  
(ARSSH-2019)”



**Date:** August 24-25, 2019

**Venue:** The Federal Kuala Lumpur Malaysia

**Submission Email:** [arssh@gissf.com](mailto:arssh@gissf.com)

**Abstract Submission Date:** August 10, 2019

**Full Paper Submission Date:** August 15, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

### **Conference Main Tracks**

- Social and Community Studies
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## 3<sup>rd</sup> INTERNATIONAL CONFERENCE ON

“Challenges in Social Science Reserach (CSSR-2019)”



**Date:** September 27-28, 2019

**Venue:** Holiday Inn Bangkok Silom, Bangkok Thailand

**Submission Email:** [cssr@gissf.com](mailto:cssr@gissf.com)

**Abstract Submission Date:** September 05, 2019

**Full Paper Submission Date:** September 10, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

### **Conference Main Tracks**

- Social and Community Studies
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- Business and Management Studies

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## 2<sup>nd</sup> INTERNATIONAL CONFERENCE ON

“Innovation in Global Buisness, Social Sciences and  
Economics (IGBSSE-2019)”



**Date:** October 05-06, 2019

**Venue:** Nine Tree Premier Hotel Myeongdong 2 Seoul, South Korea

**Submission Email:** [igbsse@gissf.com](mailto:igbsse@gissf.com)

**Abstract Submission Date:** September 20, 2019

**Full Paper Submission Date:** September 25, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

### **Conference Main Tracks**

- Social and Community Studies
- Arts
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- Educational and Communication Studies
- Economics, Finance & Accounting
- Business and Management Studies
- For more details visit <http://gissf.com/>

# 3<sup>rd</sup> INTERNATIONAL CONFERENCE ON

“Dynamics of Social Sciences and Humanities Research  
(DSSHR-2019)”



**Date:** October 19-20, 2019

**Venue:** Istanbul GONEN Hotel, Istanbul, Turkey

**Submission Email:** [dsshr@gissf.com](mailto:dsshr@gissf.com)

**Abstract Submission Date:** September 25, 2019

**Full Paper Submission Date:** October 5, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

## **Conference Main Tracks**

- Social and Community Studies
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- Business and Management Studie

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## 2<sup>nd</sup> INTERNATIONAL CONFERENCE ON

“Research Methodology for Business Economics, Social Sciences and Entrepreneurial Studies (RBESE-2019)”



**Date:** November 27-28, 2019

**Venue:** The Trans Resort Bali, Indonesia

**Submission Email:** [rbese@gissf.com](mailto:rbese@gissf.com)

**Abstract Submission Date:** November 05, 2019

**Full Paper Submission Date:** November 15, 2019

**Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.**

### **Conference Main Tracks**

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## 3<sup>rd</sup> INTERNATIONAL CONFERENCE ON

“Social and Management Sciences; Theoretical and Practical Approaches (SMSTPA-2019)”



**Date:** December 14-15, 2019

**Venue:** Hotel Grand Pacific Singapore

**Email:** smsstpa@gissf.com

**Abstract Submission Date:** November 20, 2019

**Full Paper Submission Date:** November 25, 2019

**Selected conference papers will be published in the special /regular issue of ISI/Scopus-indexed journals associated with this conference.**

### **Conference Main Tracks**

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- Economics, Finance & Accounting
- Business and Management Studies

For more details visit <http://gissf.com/>

## 3<sup>rd</sup> INTERNATIONAL CONFERENCE ON

“Advancements in Social, Business and Management  
Sciences Research (ASBMSR-2020)”



**Date:** February 22-23, 2020

**Venue:** Hotel Mystays Ochanomizu Conference Center  
Tokyo, Japan

**Email:** asbmsr@gissf.com

**Abstract Submission Date:** February 05, 2020

**Full Paper Submission Date:** February 10, 2020

**Selected conference papers will be published in the special  
/regular issue of ISI/Scopus-indexed journals associated  
with this conference.**

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# CSR



Environment

Charities

Public Health



Growth and  
Development



Sustainability



## **CSR Activity Conducted By GI Social Sciences Forum: Sport Activation for Children against Negative Impact of Internet & Technology**

In April 2016, GI Social Sciences Forum conducted Corporate Social Responsibility program together with Maestro and the Clover as Sport Facility Provider in Bandung, initiating an event with theme:



### **The Objectives of this event were:**

1. Media of education for parents and children to be aware of digital new era and its impact on children's life
2. Facilitate and promote futsal as one of the kinds of sports activation that can be alternative activity for children against the negative impact of internet
3. Social activity and charity engaging orphans to enjoy sports activities together with their friends
4. Corporate Social Responsibility of Company to contribute to the society especially to solve one of the social problems in Bandung.

Highlights of CSR Activities are given below:



## **GI Social Sciences Forum Malaysia Team conducted its Latest CSR activity at Rumah Charis, Kuala Lumpur, Malaysia Children Home**

GI Social Sciences Malaysia Team conducted its latest CSR activity at Rumah Charis, Kuala Lumpur, Malaysia Children home. The children home ministry provides care for orphans and single parent children, their homes and activities aim to create a suitable environment to enable children to grow. They help to provide spiritual direction, education, and counselling for the children. Emphasis was given to fellowshiping and spending time with the children over refreshments, as well as presenting them with small gifts and the organizing of special entertainment programmes for the children such as a special game segment. One of the other highlights of the evening was the goodie bags distribution programme carried out by GI Social Sciences Forum

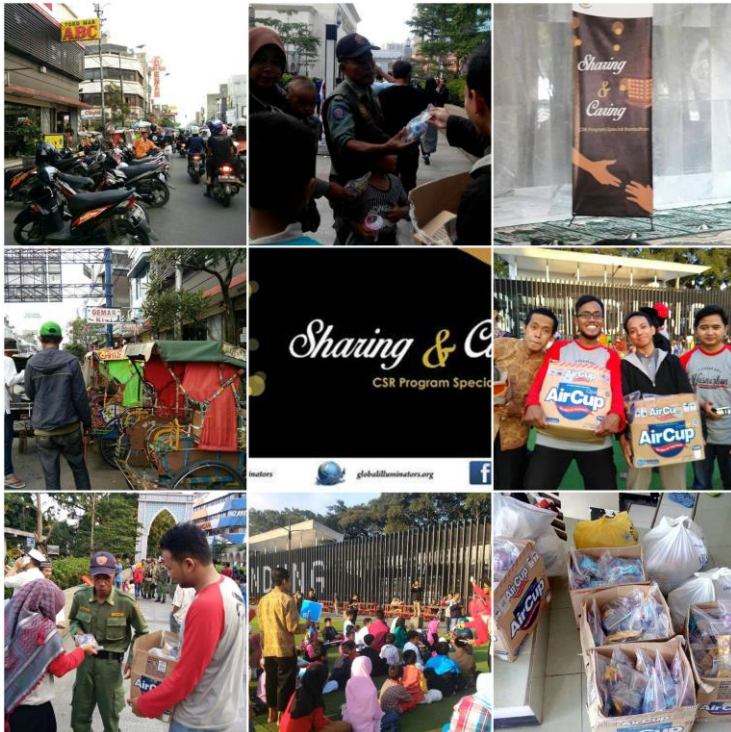




## GI Social Sciences Forum Indonesian Team conducted its Latest CSR activity in Ramadan for Local Community Welfare, Sharing Happiness and developing Orphan Children

GI Social Sciences Forum Indonesian team conducted its latest CSR activity in Ramadan for orphans. The purpose of this activity was to give happiness and develop orphans with the support of more than 60 volunteers and distribute iftar to more than 400 beneficiaries (yateem, orphans, and dhuafa). GI Social Sciences Forum Indonesian team spent time with children and conducted different activities for their moral self-development.

Highlights of this activity are given below:







# International Conference on Sustainable Development in Information Technology, Business and Social Sciences April 05-06 Hong Kong

## Vision

Researching and developing to promote innovation

## Mission

Our mission is to persistently nurture the values to promote the institutional and academic development through quality research contributions.

## Conference Theme

Creating a unified foundation for the Sustainable Development in Business and Technology Education, Research and Practice

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