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SULU STATE COLLEGE, Philippines

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SULU STATE COLLEGE, Philippines

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President Message

Esteemed colleagues and partners from United Frontier Publisher, and researchers, greetings from Sulu State College!

The research journey in academia is one that takes us to the frontier of knowledge, and I enjoin everyone to embark on this conference. Let us embrace the opportunity, for research holds the power to magnify the path of knowledge. Let your curious mind and passionate heart shine through.

Your contributions to research are instruments to inspire, educate, and make a difference. Your work represents a collective effort to uncover new insights, challenge existing paradigms, and contribute to the ever-evolving landscape of your chosen field.

I encourage everyone to delve into the intricacies as this will engage and envision the output it represents. Go out there and captivate your audience with the brilliance of your research. Together, we will navigate the depths of discovery and hopefully, leave a deeper understanding of the fascinating world we explore. I congratulate everyone for the great work and dedication that has resulted in the publication of this magazine on research.

With warm wishes and God's blessings.

A handwritten signature in blue ink, appearing to read "Charisma S. Ututalum".

PROF. CHARISMA S. UTUTALUM, CESE
PRESIDENT Sulu State College, Philippine

EDITORIAL

It is my proud privilege to welcome you all to The 1st Virtual International Multidisciplinary Conference. I am happy to see the papers from different parts of the world and some of the best papers abstracts published in this proceedings. This proceeding brings out important research ideas from diverse fields i.e. Linguistic, Education, Business, and Management. UF-AALR is intended to provide a platform for researchers, educators and professionals to present their discoveries and innovative deas and to explore future trends and applications in the field of Science and Social Science. However, this conference will also provide a forum for the dissemination of knowledge on both theoretical and applied research in the above said areas with the ultimate aim of bridging the gap between these coherent disciplines of knowledge. Thus the forum accelerates the trend of development of scientific ideas for next generation. Our goal is to make the Conference proceedings useful and interesting to audiences involved in research in these areas, as well as to those involved in design, implementation and operation, to achieve the goal.

I once again give thanks to Sulu State College President Prof. Dr. Charisma S. Utatalum and other faculty members and the organizers from United Frontiers Academy of Advance Learning and Research for successfully organizing this online conference. I am sure the contributions by the authors shall add value to the research community. I also thank all the International Advisory members and Reviewers for making this event a successful one.

Editor-in-Chief

Dr Mushtaq Ahmad

United Frontiers Conference Proceedings

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Factors Affecting Nutritional Status in 2-Year-Old Infants in Majene District, West Sulawesi, Indonesia

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ABSTRACT

Malnutrition is influenced by the nutritional status of the mother during pregnancy. When the nutritional status of the mother is lacking, it can affect the nutritional status of the baby (LBW). The nutritional status of toddlers is also influenced by breastfeeding exclusively in infants aged 0 to 5 months 29 days. The purpose of this study is to determine the factors that influence the nutritional status of children under five in Majene district, west Sulawesi, Indonesia in 2022. This study was an observational study using a cross-sectional approach. The study population was all mothers who were under 2 years old in Majene district, west Sulawesi, Indonesia in 2022. The results of the bivariate analysis showed nutritional status on history of birth weight $p = 0.008 < 0.05$, nutritional status on history of exclusive breastfeeding $p = 0.084 > 0.05$ so it was concluded that there was an effect of history of birth weight on nutritional status and there was no effect of history of birth weight Exclusive breastfeeding on the nutritional status of toddlers in the working area of Majene District Hospital in 2022. It is recommended that the distribution of respondents based on history of birth weight was found to be the most dominant with normal birth weight.

Keywords: Nutritional Status, Birth Weight, Exclusive breastfeeding



Leadership Practices of Local Government Units in The Province of Sulu Vis-À-Vis Actual and Preferred

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ABSTRACT

This descriptive-correlational study assesses the actual and preferred leadership practices among Local Government Units (LGUs) in Sulu during the Fiscal Year 2023. With 200 respondents, it employed frequency counts and percentage, weighted mean and standard deviation, t-test for independent samples and One-way ANOVA, this study reveals the following findings: 1) Out of 200 respondents, most are female employees, are within 30 years old & below of age bracket, have 10 years & below of work experiences, mostly have bachelor's degree, and the majority have permanent status of appointment. 2) Employee respondents are contented with the actual leadership practices of LGUs in Sulu in terms of their ability to lead by example and motivate employees by setting the example through direct involvement in the organization's mission. 3) Employee-respondents preferred that there must be a high extent of leadership practices of LGUs in Sulu in terms of their ability to lead by example, and motivate employees by setting the example through direct involvement in the organization's mission. 4) Generally, variables such as gender, age, length of service, educational attainment, and status of appointment do significantly intervene in ways how employee-respondents assess the extent of actual leadership practices of LGUs in Sulu. 5) Generally, variables gender, age, and educational attainment do significantly intervene in ways how employee-respondents assess the extent of preferred leadership practices of LGUs in Sulu. 6) The extent of actual and preferred leadership practices of LGUs in Sulu are equal. The extent of respondents' assessment of the preferred leadership practices of LGUs in Sulu does not exceed the extent of actual leadership practices. 7) With high extent of actual and preferred leadership practices of LHUs in Sulu, this particular study tends to support the Kouzes and Posner (2002a) Transformational Theory. This theoretical model is consisting of five categories, such as: Model the Way (interactive), Inspire a Shared Vision (visionary), Challenge the Process (creative), Enable Others to Act (empowering), and Encourage the Heart (passionate).

Keywords: Leadership; Local Governments; Empowering; Sulu, Philippine



Vak Learning Styles and Academic Achievement of Students at Elementary School Level

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ABSTRACT

The current study aimed to identify the relationship between learning styles and academic achievement of science students at the Elementary School Level. The theoretical framework employed in this study was based on the VAK model (visual, auditory, kinesthetic) developed by (Flaming, 2001). The academic achievement was evaluated based on the exam score of (grade 7^h). The Barsch Learning Style Inventory (1996) was adapted for the assessment of students' learning styles. The sample of the present study consisted of N=346 students of Govt. In elementary schools in Pakistan n=171 were male students and n=174 were female students. The results of this study indicate that at the elementary school level, students tended to prefer Kinesthetic learning styles. Furthermore, the study found a significant relationship between Visual Learning Style and students' academic achievement. Additionally, there was a significant relationship between Auditory Learning Style and students' academic achievement. The results also revealed a significant relationship between Kinesthetic Learning Style and academic achievement at Elementary School Level. The academic achievement of female students was found to be significantly better as compared to male students. The researcher recommended that Educators may consider tailoring their teaching methods to accommodate various learning styles. For instance, incorporating visual aids, interactive activities, and auditory explanations into their lessons can help address the diverse preferences of students. This flexibility in teaching can enhance students' engagement and understanding.

Keywords: Vak Learning Styles, Visual, Auditory, Kinesthetic, Academic Achievement



Data-Driven Career Placement Examination System with Prediction Model in Forecasting Licensure Performance Using Regression Techniques

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ABSTRACT

Education plays a vital role in the development of a country, and predicting the students' performance is important to identify future risks they might encounter and enable academic institutions to take corrective actions to prevent them from failure. The researcher used the descriptive and developmental method of research, criterion sampling is used to identify/select the individuals that can provide the best information for the objective of this study. After gathering the Career Placement Exam results the output now is imported to the developed predictive data analysis tool on where the simple-linear regression is being used. Since the CPE results was not strong enough to verify the predicted result, all the undergraduate semestral grades were also used and subdivided for each of the 7 technical subject/areas where multilinear regression model was used. Utilizing the standard ISO 9126 for software development, the survey questionnaire results were: In terms of Functionality with 3.8 General Weighted Mean was verbally interpreted as Highly Accepted. In terms of Usability with 3.64 General Weighted Mean and verbally interpreted as Highly Accepted. In Terms of Reliability with 3.3 General Weighted Mean and verbally interpreted as Moderately Accepted. In terms of Portability with 3.76 General Weighted Mean and verbally interpreted as Highly Accepted. Overall, the level of acceptance for the developed system is Highly Accepted. Moreover, for the result of the level of accuracy using the simple linear regression model (for the CPE) and the multilinear regression model (for the 7 technical areas) the accuracy level of ≥ 85 based on the developed predictive model and actual data generated in the Analytics tool. Using the equation/model derived from linear regression techniques the machine learning prototype can determine whether the students can pass or fail the CAAP Licensure Examination as follows: if $\alpha \leq 79.99$ then the student will fail, then, if $85.00 \leq \alpha \leq 80.00$ then is it questionable for the student to pass and if $\alpha \geq 85.01$ then the student will likely pass the licensure examination.

Keywords: Machine Learning, CPE, Simple Linear Regression, Multilinear Regression, Predictive Model



Basic Education Exit Assessment (BEEA) Result of a Senior High School in a Private Catholic University: Basis for the Intervention Program

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ABSTRACT

The K-12 program in the Philippines was implemented year 2016 both public and private schools based on its policy. Based on Manila Bulletin (August 26, 2019) Briones said that DepEd issued these policy guidelines “to unify the understanding of the K to 12 and to improve the implementation of each component, project, and activity under it. Further, Basic Education Exit Assessment (BEEA) provides information to improve instructional practices; assess or evaluate effectiveness and efficiency of service delivery using learning outcomes as indicator and provide empirical information as bases for curriculum learning delivery assessment and policy reviews and policy formation. The purpose of this study was to find out the implications of BEEA result to senior high school. The researcher used descriptive design of research using both quantitative and qualitative techniques. The researcher did a tracer study of the Senior High School graduates of batch 2019 with 282 subject of the study enrolled in college. The documentary analysis was utilized in determining the exit assessment result of 1,385 exam takers in senior high school on the document retrieved focusing on the measured skills namely, problem solving, information literacy and critical thinking. The study was to find out the problems or challenges encountered in their efforts to facilitate and assess the aforementioned 21st century skills. The result of the assessment of the three 21st century skills namely, problem solving skills, information literacy skills, and critical thinking skills among students shows low proficiency especially not only in Math and Science but also in most of the subjects. It is for this reason the researcher developed an intervention program through utilizing the Basic Education Exit Assessment results of Senior High School to improve the quality of teaching-learning process towards academic excellence.

Keywords: Basic Education Exit Assessment, Problem-Solving Skill, Information Literacy Skill, Critical Thinking Skill, Essential Learning Competency



Exploring The Interplay Between Emotional Well-Being, Cognitive Functioning, And Disruptions In Family Life: A Study In Kohat, KPK, Pakistan

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ABSTRACT

This quantitative research delved into the intricate relationship between emotional factors, cognitive imbalances, and disturbances within family life. The core objective of the research was to uncover the connections between family life disturbances and the presence of emotional and cognitive imbalances. The study's population comprised both male and female married individuals, including those who were widowed or divorced. Among the participants, 57 were male, and 43 were female. The selection of respondents encompassed diverse backgrounds, incorporating both urban and rural localities within the Kohat district. Employing a purposive sampling technique, a sample size of 100 respondents was chosen from various localities, and for data collection, the structured questionnaire was developed. The collected primary data underwent meticulous tabulation, interpretation, and analysis to glean meaningful insights. The study showed that people agreed that mental health problems, financial difficulties, limited education, isolation, and feeling disconnected were linked to cognitive disorders and family issues. It also pointed out that relationships affected by cognitive impairments tend to be less stable, and emotional and cognitive problems in spouses could lead to divorce or separation. The study highlights and suggests that when spouses experience emotional or cognitive differences, open communication is essential for resolving conflicts. It stresses the importance of mutual support, discussing their future goals, and building trust for peace of mind. Creating a best-friend-like atmosphere helps partners understand each other better, manage life more smoothly, foster transparency, and enhance overall well-being.

Keywords: Emotional Factors, Cognitive Imbalances, Family Disturbances, Marital Relationships, Conflict Resolution.



External Attributions on Higher Vocational Students' Depression: Chain Mediating Role of Self-Deception and Psychological Capital

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ABSTRACT

Depressive symptoms are prevalent among higher education students, and attributional style is a significant predictor of depression. Combining the protective factor of psychological capital and cognitive bias of self-deception, Attributional styles may potentially influence depression by affecting psychological capital and self-deception. The purpose of this study is to explore the influence of external attribution on higher vocational students' depression and the mediating role between self-deception and psychological capital. A cross-sectional survey of 1264 vocational college students were conducted by Multidimensional-Multiattributional Causality Scale (MMCS), Self-deception Enhancement Scale (SDE), Positive Psychological Capital Questionnaire (PPQ) and Center of Epidemiological Studies Depression Scale (CES-D). External attribution tendency was significantly negatively correlated with self-deception and psychological capital ($r = -0.196, -0.213, P < 0.01$), and significantly positively correlated with depression ($r = 0.212, P < 0.01$); Depression was robustly negatively correlated with self-deception and psychological capital ($r = -0.579, -0.645, P < 0.01$); Self-deception was remarkably positively correlated with psychological capital ($r = 0.744, P < 0.01$). External attribution tendency not only directly affects depression ($\beta = 0.069, P < 0.01$), but also indirectly affects depressed emotions through two mediating paths: The separate mediation role of psychological capital ($\beta = 0.100, P < 0.01$), and the chain mediating of psychological capital and self-deception ($\beta = 0.034, P < 0.01$). The total mediating effect accounted for 67.22% of total variance. The external attribution tendency of higher vocational students can directly affect depression, and it can also indirectly affect their depressed emotions through psychological capital and self-deception. In the future counseling for depressed students, in addition to improving students' psychological capital, self-deception can also be introduced. From a positive perspective of self-deception, cognitive changes produced by cognitive behavioral therapy should include improving self-deceptive belief.

Keywords: External Attribution, Psychological Capital, Self-deception, Depression, Chained Mediation, Higher Vocational Students



Demotivating Factors in Learning The English Language Among Sulu State College Senior High School

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ABSTRACT

This study assessed the extent of demotivating factors in learning the English language among Sulu State College Senior High School students during the Academic Year 2021-2022. Adopting the descriptive-correlational research design with 100 samples taken through purposive sampling method, and data were treated through the use of weighted mean, standard deviation, t-test for independent samples, One-way ANOVA, and Pearson's r , this study reveals the following findings: 1) Almost all of the student-respondents are within 15-20 years old, the majority are female, equal number of Grade 11 and Grade 12, with more enrollees in STEM. 2) Student-respondents considered the following aspects as significant demotivating factors: "Most of the English passages in textbooks focused on the grammar", "A great number of textbooks and supplementary readers were assigned", "The teacher is very strict towards the students", and "I believed my native language could meet my future language need on the job". 3) Generally, there is no significant difference in the extent of demotivating factors for learning the English language among senior high school students at Sulu State College when data are categorized according to gender, age, year level, and academic strand. 4) There is a moderate positive correlation among the sub-categories subsumed under demotivating factors of learning the English language in the contexts of Learning contents and materials, Classroom Environment, Teachers' competency and teaching style, Experience of failure, Attitudes towards the English-speaking community and the practical importance of English, and Lack of intrinsic interest. This study tends to support the principle proposed by Bednářová (2012 in Chamg Lui 2020) which asserts that demotivation concerns the psychological state of students who were previously motivated to learn English to reach the intended goals, but are now affected by internal and/or external factors that impede, reduce or even cancel out their learning motivation and restrict their full progress.

Keywords: High School Students, English Learning, English Speaking, Demotivation



The Effect of Proactive Health Awareness on Health Behaviors of College Students in Higher Education

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ABSTRACT

Active health has become the focus of much attention in society, and active health awareness has been recognized at all levels and in all academic disciplines as the best way to improve health, especially the health management of college and university students. Although many studies have shown that exercise, diet and sleep are the best medicine for college students' health intervention, few studies have focused on health awareness and psychological intervention. Considering the actual situation of school education in China, domestic researchers have conducted a series of studies on college students' health management. The results of these studies have to a certain extent broadened the horizons of the development of China's physical education and provided a certain reference basis for the development of China's physical education reform. To understand the current health status of college students, and to formulate and implement proactive health management measures, this paper conducted a questionnaire survey and instrumental measurements of college students' diet, exercise, physical function (including neck and shoulder condition and cardiorespiratory fitness), psychology, and sleep quality using a whole group sampling method from selected colleges and universities in Guangxi Province, China. It was found that about 38% of the university students had various psychological and physical problems. In view of this, the common health problems of college students include high health risk factors, deviation of body mass index, low exercise fitness and poor health awareness. It is recommended to improve the health literacy level of college students through the trial implementation of college students' health management regulations, increase active health promotion and other countermeasures, to arouse the high attention of the school and the society to the health management problems of college students.

Keywords: College Students; Proactive Health Awareness; Logit Binary Model; LDA Thematic Model; Cluster Analysis



Task-Based Language Teaching and Grammar Translation Method: Comparative Study at Secondary School Level in Mardan District, Pakistan

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ABSTRACT

Efforts to improve the achievement of students in the learning of the English language is an on-going practice in Pakistan with stakeholders and curriculum designers alike engaging in a continuous effort to promote viable ways that can facilitate the teaching and learning of the global language. This study was conducted as to ascertain the differences in achievement when using Task-Based Language Teaching (TBLT) and the Grammar Translation Method (GTM) for English language teaching and learning at secondary level in the Mardan District in Pakistan. Using an experimental technique to identify improvements in speaking performance among secondary school students, sixty students were divided into (1) the experimental group which was taught using TBLT comprising task-based activities, and (2) the control group which was taught using GMT. Pre-test and post-test were conducted administered on both sets of students. SPSS was utilized for data analysis of both tests on both the groups. The results of both the groups (experimental and control) explained a substantial improvement in the method of learning speaking skills of the Experimental group. The data analysis proofed the suitability of TBLT approach in ESL context. This study shows that the second language theory i.e. constructivism in which TBLT falls should be implemented at secondary school level for improvement of English language speaking skills. This study also proves the effectiveness in improving speaking skill of low proficient English language learners.

Keywords: Traditional, Task Based Teaching, Speaking Skills, Secondary School Students



Implementation Of Mother Tongue-Based Multi-Lingual Education (Mtb-Mle) Among Selected Elementary Schools in Jolo, Mbhte-Sulu, Philippine

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ABSTRACT

There has been an increasing trend around the world to support mother tongue instruction in the early years of a child's education. Thus, this study assessed the implementation of Mother Tongue-Based Multi-Lingual Education (MTB-MLE) Among Elementary Schools in Jolo, MBHTE-Sulu. It employed a descriptive-correlational research design with 100 respondents taken through the use of a simple random sampling method. This reveals the following findings: Out of 100 teacher-respondents, great majority are female and married, are distributed within the 31-40 years old of age bracket, have 10 years & below of teaching experience, and have only Bachelor's degree as their highest educational attainment; Teacher-respondents rated as "Agree" the extent of the implementation of Mother Tongue-Based Multi-Lingual Education (MTB-MLE) Among Selected Elementary Schools in Jolo District, MBHTE-Sulu in terms of Instructional materials, Teacher's teaching experiences, Pupil's learning experiences, and Community Involvement/Support; NO significant difference in the extent of implementation of Mother Tongue-Based Multi-Lingual Education (MTB-MLE) in terms of Instructional materials, Teacher's teaching experiences, Pupil's learning experiences, and Community Involvement/Support when data are classified according to Gender, Age, Civil status, Length of service, and Educational attainment difference; Generally, THERE IS high positive correlation among sub-categories subsumed under implementation of Mother Tongue-Based Multi-Lingual Education (MTB-MLE) in terms of Instructional materials, Teacher's teaching experiences, Pupil's learning experiences, and Community Involvement/Support.

Keywords: Mother Tongue-Based Multi-Lingual Education (MTB-MLE), Jolo, Descriptive-correlational, MBHTE-Sulu



Online Business Engagement: An Alternative Job Opportunity Among College Of Business Administration Graduates

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ABSTRACT

Every online business has a different target to market. Therefore, people who will manage must be qualified to be in charge to be advanced in any progress that may come up. The College of Business Administration graduates are qualified enough but how they will put their knowledge with a big problem caused by the pandemic. This study aimed to determine the online business engaged online business opportunities encountered by college of Business Administration graduates during the pandemic. The purposive and convenience sampling techniques were employed in the selection of respondents and participants in this study. This study used the descriptive method by using a validated researcher made survey questionnaire in gathering the data. The results provided insights into developing a sustainable building program for College of business administration graduates in online business opportunities encountered by College of business administration graduates in terms of personal growth, financial benefit and business training.

Keywords: Online Business, Business Administration, Business Opportunities, Graduate Students



Risk Profiling Selected Cebuano Managers as Key Decision Makers in Various Industries

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ABSTRACT

This research aimed to evaluate the risk profile of Cebuano managers through the different risk dimensions in their risk-taking tendencies in various industries. It utilized a quantitative research approach with data collected from a standardized survey questionnaire from 85 Cebuano managers. To assess the risk profile based on several risk characteristics, descriptive statistics were used. Results revealed that managers from various industries, such as Financial and Insurance Activities, Administrative and Support Service Activities, Information and Communication, Real Estate Activities, Accommodation, and Food Service Activities, were identified to have a moderate risk profile, indicating a balanced approach to risk-taking and investment for the company. The study's findings can provide valuable insights to managers and organizations in making informed decisions in developing risk management strategies.

Keywords: Risk Profile, Risk Tolerance, Risk Perception, Risk Preference, Risk Need, Risk Capacity



Understanding the Perceived Risks and Benefits of Cryptocurrency as a Digital Currency and its Impact on Management Decision Making

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ABSTRACT

Cryptocurrencies are a genuinely new advancement in the global realm of money transactions. It rapidly influenced financial market trends and transformed the use of traditional currency, introducing new prospects to financial institutions and business entities. Yet, due to the hazards involved, customers are wary of cryptocurrency. Others, however, are starting to take cryptocurrency's advantages into account, which has led them to progressively accept it as payment. Consequently, the goal of this research is to identify how it would affect the decision-making of business owners or managers through perceived factors, risks, and benefits. A qualitative method was used and described data through thematic analysis. Results indicated that companies could benefit from accepting cryptocurrency. The Philippines lacks an adequate foundation in terms of knowledge and understanding of this type of technology. Considering its nature, it has yet to be entirely considered a form of payment. The study that was done will greatly help company owners by enlightening them about cryptocurrencies. Additionally, it could be utilized by future researchers.

Keywords: Cryptocurrency, Digital Currency, Management Decision Making Process, Perceived Risks, Perceived Benefits, Mode of Payment



The Impact of Environmental and Social Projects on the profitability of the Universal Banks in the Philippines

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ABSTRACT

This research delves into an important aspect of the financial sector in the Philippines by examining the influence of social responsibility and environmental projects on the profitability of 10 Universal Banks. This investigation is conducted within the context of the Philippine Development Plan, which underscores the pivotal role of financial institutions in promoting ecologically and socially conscious business practices for the benefit of Filipinos and the broader economy. The study adopts a quantitative approach to understand the potential impact of social and environmental initiatives on bank profitability. The research analyzes data spanning the years 2019 and 2021, utilizing exploratory data analysis and regression analysis. This timeframe is chosen to capture any evolving trends or shifts in the relationship between banks' engagement in these projects and their financial performance. This study revealed that, contrary to expectations, the number of social responsibility and environmental projects undertaken by Universal Banks in both 2019 and 2021 did not exhibit a statistically significant impact on their profitability. The study suggests that mere participation in these types of projects did not translate into immediate or measurable financial gains for these banks. However, this conclusion doesn't discourage banks from pursuing social and environmental projects. Instead, it emphasizes the need for a broader perspective. Even though such projects might not directly boost profitability, they still hold significant value. These initiatives contribute to sustainability, promote corporate social responsibility, and align with global trends towards a more environmentally conscious and socially responsible business landscape. In essence, the research findings imply that banks should continue to explore and invest in social and environmental projects not solely for financial gain but for their substantial societal and ecological impacts. These endeavors serve as essential building blocks for a more sustainable and responsible financial sector, aligning with the evolving needs and expectations of customers, investors, and the broader community.

Keywords: Universal Banks, BSP Sustainable Finance Framework, Return on Equity, Social Responsibility Projects, Environmental Projects



Alignment of the USJ-R BSA and BSMA 4th Year Students' IT Skills with the Entry-level IT Skills Deemed Important in the Accounting Industry in Cebu City, Philippines

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ABSTRACT

This study aims to assess whether there is an alignment between IT skills developed by 4th-year BSA and BSMA in the University of San Jose-Recoletos with the entry-level IT skills deemed important in the accounting industry. As human capital suggests, it is important in the industry that aspiring accountants have the necessary IT skills and knowledge; considering how fast technologies advance, accountants must adapt and maintain a high level of IT skills and knowledge to provide efficiency and competitiveness. This study also investigates the expectation-performance gap between firms and accounting educational institutions. The researchers surveyed 4th-year Bachelor of Science in Accountancy and Bachelor of Science in Management Accounting students and accounting professionals from 16 firms in Cebu City utilizing convenience sampling and stratified random sampling with open-ended and closed-ended survey questionnaires. The results show a significant difference between the IT skills developed by 4th-year BSA and BSMA students and the entry-level IT skills deemed important in today's accounting industry. The researchers also identified an expectation performance gap between the IT skills needed in the industry and those taught in academic institutions.

Keywords: Information Technology, BS Accountancy, BS Management Accounting, IT Skills, Performance Gap, ERP System Software



Employer's Satisfaction of University of San Jose - Recoletos Bachelor of Science in Business Administration - Financial Management Graduates of 2018 - 2022

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ABSTRACT

Schools must consider employer feedback on the performance of recent college graduates in order to determine whether their curriculum, programs, and services are appropriate and relevant. This study aims to determine how satisfied employers were with the performance of USJ-R BSBA FM Graduates from 2018 to 2022. The data was gathered using a Semantic Differential Scale; it is a questionnaire with a 6-point scale that will rate the employer's satisfaction being answered by 54 respondents from the population. The Josenian graduates demonstrate strong organizational skills, excelling in tasks, projects, and team coordination. On the other hand, results show that there is room for improvement in functional skills, particularly in problem solving and critical thinking. This study is focused on the Josenian graduates, determining how Josenian graduates perform in their workplaces, and instilling the qualities of the Josenian graduate attributes.

Keywords: Employer's Satisfaction, Technical Skills, CHED, Skill, Job Performance, Performance Indicators



Effects of College Faculty Work Orientation on Their Academic Job Satisfaction Among State Universities and Colleges at National Capital Region, Philippines

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ABSTRACT

In sustaining the delivery of quality instruction to every school is indeed a challenge for the college faculty to respond to the issues, problems, and trends that are arising and will arise in the future due to the COVID-19 pandemic, which may also affect their work orientation and academic job satisfaction. Thus, the researcher studied college faculty's work practice and attitudes toward teaching during the COVID-19 pandemic. This study draws theoretical support from Maslow's Hierarchy of Needs theory which states that humans are motivated to fulfill their needs in a hierarchical order. In this study, job satisfaction may be the ultimate goal of college faculty in their work orientation, affecting their status as individuals and people who belong to an organization. Guided by the universal sampling technique, the respondents of this study consisted of 577 college instructors from state universities and colleges national capital region during the academic year 2021-2022. This study employed descriptive-correlational design. The higher level of assessment was attributed to career, calling, and social embeddedness. An indication that college faculty have good thoughts regarding the importance of their promotion, personal contentment, and collaboration in the workplace. From the five (5) variables of college faculty' work orientation, career, calling, social embeddedness, and busyness appeared to be the best predictors of job satisfaction. The results suggest that college faculty' work orientation leads one toward a heightened sense of satisfaction in the workplace. As universities and colleges reopen their doors for the new normal, the college faculty and school administrators are challenged to have quality time for bonding and reuniting by renewing their service to promote collaborations and professional relationships. The results provided insights into developing a sustainable program of work satisfaction for higher educational institutions.

Keywords: Job Satisfaction, Work Orientation, Attitudes, Practices, College Faculty, Teaching



Mapping Pathways to Success: Tracer Study on The Employability and Career Status of School of Education Graduates -2019, Sulu State College

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ABSTRACT

This research paper presents a tracer study conducted to assess the employability status of graduates. The study aims to investigate the extent to which graduates are able to secure employment after completing their education and to identify factors that contribute to their employability. The research methodology involved collecting data from a sample of graduates through a survey questionnaire both online and offline. The survey questionnaires included questions pertaining to the graduate's employment status job satisfaction, the relevance of their education to their current job including the skills and knowledge they acquired during their studies. Additionally, data on the graduate's demographic characteristics such as age gender and education. Only 84.23% of the monitored graduate were female, according to the study's findings, while 15.77% were men. Furthermore, only 21% of people are married, while 79% are unmarried. The findings of the study indicate a relatively positive employability status among the surveyed graduates. 84 (37.84%) of the participants successfully obtained employment in their desired fields while 126 (62.16%) remained unemployed or were engaged in job not related to their qualifications. while 14 (5.31%) has permanent status. The study also uncovered several factors that influenced graduates' employability including the relevant skills and status of employment. Furthermore, the research findings highlight the importance of ensuring that higher education institutions equip students with the necessary skills and competencies demanded. In line with this recommendations are provided to enhance the employability of graduates such as improving curriculum design to align with industry requirements, fostering internships and work-integrated learning opportunities and enhancing career services and alumni networks. Overall, this tracer study provides valuable insights in the employability status of graduates and offers recommendations for promoting better employment outcomes for future graduates. The findings contribute to the existing literature on graduate employability and inform policymakers, administrations, and other stakeholders involved in shaping the curricula and programs.

Keywords: Tracer Study, Employability, Skills, Higher Education, Curriculum Design



Exploring Bitter Gourd as A Nutritious and Innovative Bread Spread: A Promising Alternative For Health-Conscious Consumers

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ABSTRACT

Ampalaya or bitter gourd, also scientifically known as *Momordica charantia*, is a unique vegetable known for its numerous health benefits due to its rich phytochemical composition. This research investigates the potential of bitter gourd as an alternative bread spread, targeting health-conscious consumers seeking innovative and nutritious food options. The study begins by examining the nutritional profile of bitter gourd, highlighting its abundant vitamins, minerals, and antioxidants, while also acknowledging its characteristic bitter taste. To mitigate the bitterness and enhance palatability, various culinary techniques and recipes are explored, resulting in the development of a range of bitter gourd-based spreads. A sensory evaluation is conducted to gauge consumer acceptability and preferences for these bitter gourd spreads, focusing on taste, texture, aroma, and overall satisfaction. Additionally, a comprehensive nutritional analysis is performed to assess the impact of bitter gourd spreads on caloric content, macronutrient composition, and the potential health benefits associated with their consumption. The findings of this research provide valuable insights into the feasibility of incorporating bitter gourd spreads into daily diets, particularly for individuals seeking to improve their nutritional intake and overall health. By offering a nutritious and innovative alternative to conventional bread spreads, bitter gourd-based options may contribute to the diversification of food choices and promote healthier eating habits among health-conscious consumers. This study paves the way for further exploration and potential commercialization of bitter gourd as a sustainable and health-promoting ingredient in the food industry.

Keywords: Bitter Gourd, Bread Spread, Alternative Food, Nutritious, Health-Conscious, *Momordica Charantia*, Phytochemicals, Culinary Techniques, Sensory Evaluation

