Research Summit

PROCEEDINGS

Gifted to Give: Harnessing Bedan Research for Sustainability

RESEARCH SUMMIT 2022
PROCEEDINGS

An annual publication by:

Office of the Research and Innovation
and
Research and Development Center

San Beda University
638 Mendiola St. San Miguel, Manila
Website/URL: https://www.sanbeda.edu.ph/uploads/files/1661243999_RESEARCH_SUMMIT_PROCEEDINGS_2022.pdf

ISSN: 2619-6972

Editorial Board

Message

REV. FR. ALOYSIUS MA. A. MARANAN, OSB
RECTOR-PRESIDENT

Warmest greetings of Easter Peace and Joy!

It is my great pleasure to welcome you to the San Beda University Research Week 2022. Our celebration is a precious testament to San Beda University's fidelity to its role of synthesis and creation of knowledge, and its growth as a productive community of scholars.

The research capabilities and activities of a university play an important role in achieving the United Nations' Sustainable Development Goals (SDGs). This is the heart of our theme for this year, "Gifted to Give: Harnessing Bedan Research for Sustainability." The findings and contemplations that will be shared by our faculty and student researchers, as well as those by their counterparts from our partner academic institutions, will offer the necessary knowledge, evidence-base, and solutions to address the many social, economic and environmental challenges our global community faces today. We fervently pray these research exchanges will catalyze, support, and incubate innovations for sustainable development, and foster local, national, and international advocacies and collaborations on SDG implementation.

My deepest thanks to all the participating researchers, as well as the members of the organizing committee, for your gifts of dedicated work and commitment to make our University Research Week a reality. I wish you all genial and fruitful days of scholarly sharing and discussions.

That in all things God may be glorified!

Message

NOMAR M. ALVIAR, MD, MHPEd
VICE PRESIDENT FOR RESEARCH AND INNOVATION

It is my privilege to welcome you to the San Beda University Research Summit 2022.

The papers that will be presented today and documented in these Proceedings fittingly proclaim that the Bedan research community is indeed "Gifted to Give." As our researchers share these scholarly gifts, we look forward to the continuing giving that they will inspire – that they may evoke thoughtful deliberations and dialogue, and become translated into meaningful actions, solutions, and innovations that contribute to a sustainable future for society and our common home.

On behalf of the Office of Research and Innovation, let me gratefully acknowledge the foremost support for this Summit from our visionary University Rector-President, Rev. Fr. Aloysius Ma. A. Maranan, OSB, as well as the indefatigable work of our Research and Development Center Director, Dr. Divina M. Edralin and the entire organizing committee, and most especially the diligence of our researchers in pursuing their scholarly work. May this Summit and these Proceedings continue to enthuse the growth of the San Beda University research community.

That in all things God may be glorified!

Message

DR. DIVINA M. EDRALIN
DIRECTOR, RESEARCH AND DEVELOPMENT CENTER

Greetings of peace, grace, and hope to all!

The Research Summit is the culminating event of the San Beda University Research Week 2022. This year, our theme is **"Gifted to Gift: Harnessing Bedan Research for Sustainability."** The Research Summit is a very fitting occasion to showcase and disseminate the scholarly output done during the Academic Year of our University faculty and doctoral students together with the faculty from other Universities.

The research that are collated in this Research Summit Proceedings 2022 investigated topics related to the 500 Years of Christianity in the Philippines, COVID-19, Sustainable Development Goal #3 on Health and Well-Being, Sustainable Development Goal #4 on Quality Education, and Sustainability as it relates to constructs like leadership and human resource management.

I would like to congratulate all our faculty research grantees, Graduate School of Business DBA students, and the faculty from other Universities in putting their "heart and soul" in pursuit of rigorous research work to increase the research productivity as well as elevate the culture of research in our respective institutions.

Let us continue to engage in research and publish our work !!!

San Beda University
Office of the Research and Innovation & Research and Development Center

RESEARCH SUMMIT 2022
Gifted to Give: Harnessing Bedan Research for Sustainability
April 22, 2022
Meeting ID: 622 2688 298 Passcode: SBU2022

PROGRAMME

12:45 PM	ZOOM ONLINE REGISTRATION
1:00 PM	OPENING PRAYER

Mr. Dante S. Salazar, IBED Research Coordinator

PHILIPPINE NATIONAL ANTHEM

OPENING REMARKS
Rev. Fr. Aloysius Ma. A. Maranan, OSB
University Rector – President

INTRODUCTION OF THE PLENARY SPEAKER
Dr. Nomar M. Alviar, VP for Research and Innovation

PLENARY TALK
Dr. Luis Camacho
Assistant Professor, SUNY Empire College, New York
Associate Editor, Journal of the Academy of
    Business and Emerging Markets (JABEM)

Awarding Certificate of Appreciation

CREATIVE WORK PRESENTATION
HARAYA. An Anthology of Literary Pieces
La Literatura Bedista Artists V3, Dr. Larry J. Ambion

2:15 PM	PARALLEL SESSIONS (See Research Summit 2022 Groupings)
4:45 PM	FACULTY RESEARCH RECOGNITION (Plenary)

CLOSING REMARKS
Dr. Nomar M. Alviar
Vice President, Office of Research and Innovation

BEDAN HYMN

Dr. Julius R. Migriño, Jr.
Master of Ceremonies

San Beda University
Office of the Research and Innovation & Research and Development Center

RESEARCH SUMMIT 2022
Gifted to Give: Harnessing Bedan Research for Sustainability
April 22, 2022
Meeting ID: 622 2688 298 Passcode: SBU2022

PARALLEL SESSIONS

ROOM 1	ZOOM MEETING ID: 622 268 8298 PASSCODE : SBU2022	MODERATOR DR. JULIUS R. MIGRINO, JR.
2:30 PM- 2:50 PM	Philippine COVID-19 Cases and Google Search of Ophthalmic Symptoms: An Infodemiology Study	David Marco M. Magpantay Fernando Jose A. Fontanilla Al Joseph R. Molina College of Medicine, SBU, PGH
2:55 PM- 3:15 PM	"Humanizing the Indios" Early Spanish Missionaries' Struggles for Natives' Dignity: Influences and Impact in 16th Century Philippines	James Loreto C. Piscos College of Arts and Sciences, SBU
3:20 PM- 3:40 PM	The Correlation of Human Capital Sustainability Leadership Style and Resilience of the Managers in Airline Operations Group of an AIRLINE Company	Kimon Irvin E. Co Graduate School of Business, SBU
3:45 PM- 4:05 PM	Cases and Problems in Criminal Law 1	Lyan David M. Juanico College of Law, SBU
4:10 PM- 4:30 PM	Sayaw sa Obando: Diskurso ng Pagpapatibay ng Pananampalataya at Pagpapanatili ng Kultura	Marvin R. Reyes College of Arts and Sciences, SBU

ROOM 2	ZOOM MEETING ID: 956 3136 0880 PASSCODE : SBU2022	MODERATOR DR. LIWAYWAY H. ACERO
2:30 PM- 2:50 PM	Utilization of the Algebraic Method in the Design and Development of the ChemRxnCalc Mobile Application Prototype	Maria Eliza P. Cruz Jake M. Libed College of Arts & Sciences, SBU
2:55 PM- 3:15 PM	Language-based Approach in Achieving Sustainable Development Goals	Ester T. Rada College of Arts and Sciences, SBU
3:20 PM- 3:40 PM	The Correlation of Work-from-Home Arrangement on Employees' Mental Well-being, Social Life, and Productivity: In the Context of Covid-19 Pandemic	Janet S. Gasis Miriam College Graduate School of Business, SBU
3:45 PM- 4:05 PM	Sustainable Practices of Publicly Listed Higher Educational Institutions in Ensuring Good Health and Well-Being	Rulina B. Viloria College of Arts and Sciences, SBU
4:10 PM- 4:30 PM	Sustainable Human Resource Practices and Framework in Philippine State Universities and Colleges (SUCs)	Ryan Mark Ambong John Eric Estrellado Graduate School of Business, SBU

ROOM 3	ZOOM MEETING ID: 912 8763 0350 PASSCODE : SBU2022	MODERATOR DR. JOBE B. VIERNES
2:30 PM- 2:50 PM	Advancing the Pursuit of the United Nations Sustainable Development Goals: Initiatives of Selected Publicly Listed Companies in the Philippines	Divina M. Edralin Ronald M. Pastrana Graduate School of Business, SBU
2:55 PM- 3:15 PM	Work from Home: The Impacts on University Employees' Well-Being and Individual Work Performance	Jobe B. Viernes Michael B. Pasco College of Arts and Sciences, SBU
3:20 PM- 3:40 PM	A Research on HR Sustainability Practices in a Retail Company	Paula Nicola De Asis Warren Erving Go De La Salle University Graduate School of Business, SBU
3:45 PM- 4:05 PM	The Clinical Analysis of "Saka" Owners Based on the Human Drawing Test: A Clinical Psychology Approach	Yohan Kurniawan Alexander Stark Universiti Malaysia Kelantan
4:10 PM- 4:30 PM	The Role of Sustainable Human Resource Practices on Employees' Intention to Stay	Donn Enrique Moreno Marju Geslani Malayan Colleges Laguna Graduate School of Business, SBU

ROOM 4	ZOOM MEETING ID: 928 9542 2252 PASSCODE : SBU2022	MODERATOR DR. FEDELIS S. TUY
2:30 PM- 2:50 PM	Towards Stronger Local Government and Educational Institutions in Climate Change Impact Mitigation: A Policy Paper on Implementation and Fiscal Sustainability of the National Climate Change Adaptation Framework	Luisito V. Dela Cruz Moses Aaron T. Angeles College of Arts and Sciences, SBU
2:55 PM- 3:15 PM	Effects of Work from Home Arrangement on Company ABC Employees' Mental Well-being	Maricel S. Balatbat De La Salle University
3:20 PM- 3:40 PM	A Flipped Learning Model in a College Physical Education Dance Course: A Non-Experimental Design	Heildenberg C. Dimarucot College of Arts and Sciences, SBU
3:45 PM- 4:05 PM	Multidimensional Inquiry on the Tendency of Employee to Stay: An OFW Experience in Qatar for Human Resource Sustainability Framework	Krishna C. Alejandrino Karmela Palma-Samson Graduate School of Business,SBU
4:10 PM- 4:30 PM	The Influence of Musyncnergy in Rondalla Musician-Teacher Formation: An Analytic Autoethnography	Bryan James S. Uy Integrated Basic Education Department, SBU

AWARDING OF CERTIFICATES : (Back to Plenary) Zoom Meeting ID: 622 268 8298 Passcode: SBU2022

University Research Week / Research Summit 2022 Organizing Committee

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Vice President for Academics
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Mr. Ricky C. Salapong

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A Flipped Learning Model in a College Physical Education Dance Course: A Non-Experimental Design

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Introduction

One specific development in Physical Education (PE) teaching is the incorporation of flipped learning (FL) wherein a merge of theoretical mastery and practical competence can be achieved through its holistic approach to learning. Li's study (2015) revealed that FL stimulated PE learners' interest in learning and cultivated the students' autonomous learning awareness while Hinojo-Lucena et al. (2018) found that FL offered opportunities for PE students to be open to learning and collaborate with others. Given FL's known benefits discussed in previous studies, it would also be interesting to speculate its effectiveness in an online dance class and its concrete effects on students' learning. Thus, this study would like to shed light on the answer to this question: Does the flipped learning model help improve the conceptual understanding and procedural fluency of the students? Specifically, this study examined the (1) conceptual understanding and procedural fluency of the students through the results of the practical tests and the major exams (midterm and final performance exams), (2) the proportion of the students with improved performance scores, (3) the significant difference of the mean performance scores before and after the intervention, as well as (4) the difference between the male and female

students' scores in both assessments. This study aimed to discover if the first-ever FL model, called the SPRING framework, in the program and in the university has indeed a place in a PE classroom.

Methodology

Non-Experimental-correlational research (before and after design) was used since the study focused on describing the non-causal statistical relationship between two types of assessments. The effect of FL was measured using the difference of the performance results (conceptual understanding and procedural fluency) during the students' practical tests before FL was applied and their midterm and final exam grades after the FL application in the HKD02: Rhythmic Activities course. The students gave consent to their participation in the study and were graded based on their individual performance by a different instructor. The results were presented as mean and standard deviation while frequency and percentage were also used to describe the proportion of students with improved grades after the implementation of FL. One-tailed paired t-test was utilized to determine significance difference. Subgroup analysis was also provided for the male and female students. The level of significance is at 5%. To ensure the validity of the assessment, another PE instructor gave numerical grades and qualitative feedback on the students' performance in both practical tests and major exams.

Findings

As shown in Figure 1, there is a significant improvement in the overall mean score and in the scores of both male and female students in the practical exam from the baseline grade after they were subjected to the FL implementation, similar to the results of previous FL studies. Understandably, students performed better in the practical test as students only follow the structured lesson divided into sequences from a complete choreographed dance routine. It is afterward followed by the assessments of the acquired skills or competencies. Thus, students have a more precise memory and easier retention of the concept of how each sequence should be done.

Figure 1

Percentage of Students with Improvement on the Practical Tests Before and After the FL Implementation
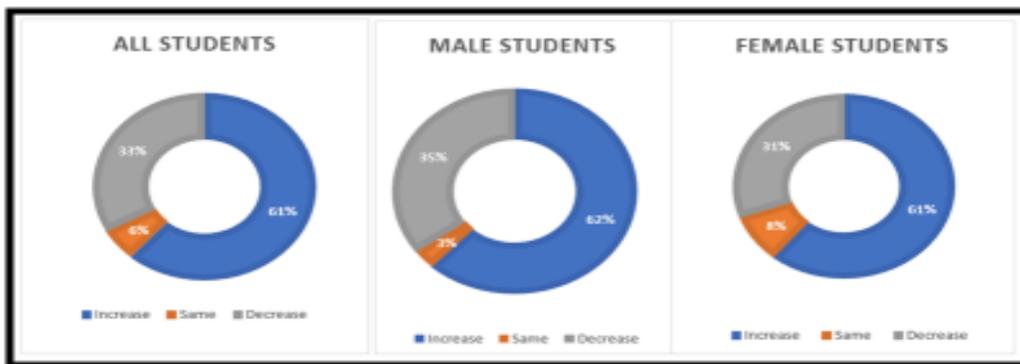
However, the results in this study were not as promising as the others, like in Thai, Wever, and Valcke's (2017) and Malto, Dalida, and Lagunzad' study (2018). Unfortunately, there is a significant decline in the major exam scores compared to the practical test scores of the students as shown in Figure 2. It could only be surmised that some barriers to physical activities and in succeeding in movement-based assessments have caused the results like lagging internet connection, limited space at home for practice and recorded performance, and lack of energy and time to rehearse, collaborate with classmates, and consult with the teacher for feedback due to the simultaneous end-of-the-semester requirements.

Figure 2

Percentage of Students with Improvement on the Major Exam Scores Before and After the FL Intervention
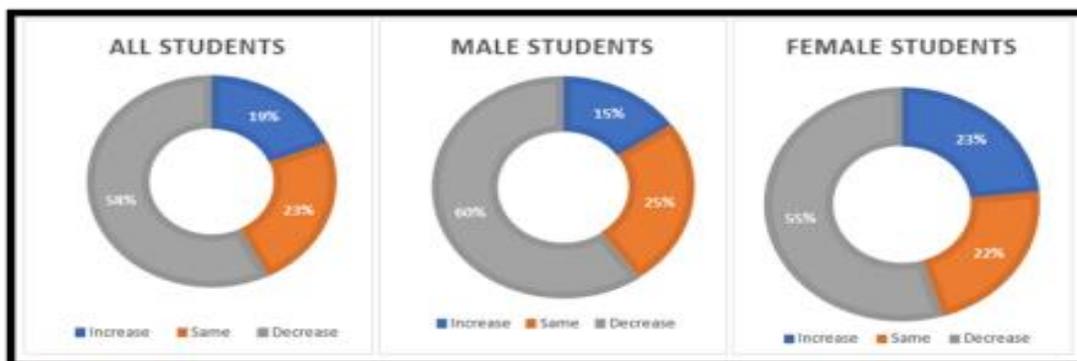
Moreover, with the abrupt shift to online learning during the pandemic, FL perhaps did not have much effect on the students' motivation similar to Cagande and Jugar's study (2018), and some students are possibly not yet prepared for self-directed learning as also discovered in the recent study of Reyes et al. (2021). This only affirms that using this unconventional method entails (re)teaching basic lifelong skills such as self-regulation, time management, collaboration, resourcefulness, resilience, among many others. The results can also be explained by the higher demands and skills (e.g., creativity, critical thinking, etc.) required for the execution of the major exam or the whole dance choreography. Nevertheless, FL somehow mitigated many risks by giving the students instructional materials to review on their own anytime, aside from the review and teacher demonstrations that were in synchronous classes.

Lastly, the results revealed that female students showed more improvement in performance than males. Gender issues might have come into play as male students might have hesitated to master dance movements, lead, or cooperate in dance practices, especially if they are still confined with the idea that there are dance movements that are exclusively male or female, limiting their creativity and imagination (Andreoli, 2019).

Conclusion

In conclusion, this study revealed that though the pilot implementation of FL in the PE course in the university produced positive results and a helpful baseline for the improvement of the succeeding implementation of the method, there were still many barriers to overcome for the students to succeed in this kind of learning design. The institution could provide more palpable psycho-social and technical support for the students to perform better at home or in school and reduce the students' difficulties. However, some variables may affect students' performance such as actual time spent in studying the dance routine, the student's background knowledge, the student's ability in doing the assessment, just to name a few. Thus, future studies can consider these factors in improving their FL implementation and their study for better results.

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The Correlation of Human Capital Sustainability Leadership Style and Resilience of the Managers in Airline Operations Group of an AIRLINE Company

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Introduction

Sustainability leadership caught much attention due to its aim to improve business and management practice through triple bottom line achievement contributing to long-term organizational viability (Mascarenhas & Barbosa, 2019). This leadership style could not be explained solely by traditional leadership theories (Bendell & Little, 2015). As sustainability issues were hard to be understood, psychology was integrated to sustainability science (Di Fabio & Rosen, 2018; Tokarz & Malinowska, 2019). A new leadership construct called "human capital sustainability leadership" warrants further investigation and research as it went beyond the traditional sustainable leadership style, blending the approaches of sustainability, positive organizational psychology, and multiple leadership styles (Di Fabio & Peiro, 2018).

Resilience thinking also dealt with sustainability challenges (Folke, 2016; Xu & Kajikawa, 2018) as its shifting spheres intersected with sustainability principles (Espiner, Orchiston, & Higham, 2017), but only few studies investigated the interactions between leadership style and resilience

(Caniels & Hatak, 2019; Nguyen, Kuntz, Naswall, & Malinen, 2016; Pillay, 2020; Rangachari & Woods, 2020). The knowledge of resilience in the aspect of business and management studies laid a considerable gap, as conceptualizations have not been uniformed and it has been fragmented across several research streams (Linnenluecke, 2017). There was a limited understanding of individual and contextual factors that promote, enhance, and affect resilient behaviors in organizations (Kossek & Perrigino, 2016; Linnenluecke, 2017).

To date, no studies have analyzed the interactions between Human Capital Sustainability Leadership style and manager resilience. To fill this literature gap, this study aimed to answer the research question: what is the degree of correlation of Human Capital Sustainability Leadership style on the resilience of the managers in Airline Operations Group of an AIRLINE Company? More specifically, this study aimed to achieve the following objectives: 1) to describe the degree of Human Capital Sustainability Leadership style of the managers in Airline Operations Group of an AIRLINE Company using the dimensions of ethical leadership, sustainable leadership, mindful leadership, and servant leadership, 2) to describe the degree of manager resilience in Airline Operations Group of an AIRLINE Company using the dimensions of Engineering Resilience, Ecological Resilience, and Adaptive Capacity, 3) to determine which dimension of Human Capital Sustainability Leadership style is significantly correlated with manager resilience, and 4) to propose a model of leadership style and resiliency to an AIRLINE Company.

Methodology

Using explanatory sequential mixed methods research design – denoted as QUAN→qual (Creswell & Creswell, 2018; Creswell & Plano Clark, 2018), respondents covered were managers from the Airline Operations Group of an AIRLINE Company with at least one-year managerial experience within the organization. In the quantitative phase, Human Capital Sustainability Leadership Scale by Di Fabio and Peiro (2018) and Domain-Specific Resilient Systems Scales (DRSS-Work) by Maltby, Day, Hall, and Chivers (2019) were used for the online survey. Forty-five (45) eligible respondents have participated. Mean, standard deviation, and Spearman rank correlation coefficient were employed. To further explain the highest scores and statistically significant quantitative results, one-on-one qualitative interviews were done to eight (8) key informants with the highest position within the Airline Operations Group, face-to-face and online.

Interviews were audio recorded and transcribed. Themes were identified. Triangulation of data and methods were done to build a model from the convergence of quantitative data, qualitative data, and related literature.

Findings

Results showed that Human Capital Sustainability Leadership style was exhibited by the Airline Operations Group managers on a very high degree while resilience was exhibited on a high degree. There was a linear, positive, and highly significant correlation between Human Capital Sustainability Leadership style and resilience. Each aspect of Human Capital Sustainability Leadership style was positively, highly and significantly correlated with manager resilience. Through triangulation of statistically significant findings (QUAN), themes (qual), and consistent confirmation from related literature and studies, a model of leadership styles and manager resiliency was built. The model would be suggested to be included in the AIRLINE Company's leaders' core competencies. In order to implement the model, a management development program was crafted as leadership and resilience competencies could be honed through trainings, seminars, mentoring, coaching, and formal schooling.

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Sayaw sa Obando: Diskurso ng Pagpapatibay ng Pananampalataya at Pagpapanatili ng Kultura

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Panimula

Kaakibat na ng pananampalatayang Katolisismo ang debosyon sa mga santo lalo na kung ang mga ito ay nagdudulot ng grasya sa kani-kanilang buhay. May mga kahilingan ang bawat tao na sa kanyang pananaw ito ang makakapagdulot ng kabutihan sa kanyang buhay. Sa bawat kahilingang ito, kasama ang marubdob na pananampalataya at umaasang sa mga darating na araw, matutugunan ang mga ito, nakikita kung paano nababago ang buhay. Isa sa mga debosyon na masasabing impluwesnsya na rin ng Kristiyanismo sa Pilipinas ang pagsasayaw at paghiling ng anak, asawa (o kasintahan) at trabaho sa Obando, Bulacan. Dinarayo ang kapistahang ito tuwing Mayo 17, 18 at 19. Sa buong kapistahan, sayaw ang banal na ritwal na idinadayo ng mga tao bilang tulay o instrumento na siyang nakakapanlapit sa mga pintakasi o patron upang maatim ang kani-kanilang mga kahilingan.

Tulad ng ibang kapistahan, makulay at punung-puno ng simbulismo ang kapistahan ng Obando. Subalit maraming katangian ito na kakaiba sa ibang Kapistahan. Ilan sa mga ito ang pagdiriwang ng tatlong magkasunod na araw ng kapistahan mula sa iba't ibang patron, mga kahilingan ng

biyaya partikular na ang paghingi ng anak, simbulikal na pagsayaw upang mailahad sa mga patron ang kani-kanilang mga hiling labas pa ang mga tradisyunal na disenyo ng pistang-bayan. Subalit sa pag-aaral na ito, matutukoy ang kapistahan bilang paraan ng pagpapaigting ng pananampalataya sa kabila ng pag-usad ng makabagong panahon, pagkakaroon ng iba pang konsepto ng pagdiriwang ng kapistahan o ang tinatawag na sekular na kapistahan at higit sa lahat ang pagpapatingkad pa nang higit sa preserbasyon ng isang kultura.

Ang kapistahan ang isa sa pinakamanipestasyon ng pananampalataya sa Diyos sa pamamagitan ng mga santo. Maraming pagkakataon na dito humuhugot ng lakas ang mga taong naghahanap ng biyaya. Sa konteksto ng usapin ng kapistahan sa Obando, dalawang batis ng pagsusuri ang maaarig gawin. Una, ilalarawan ang kapistahan bilang paraan ng pagpapaigting ng pananampalataya sa kabila ng pabagu-bagong panahon at pangalawa, matukoy ang kaligiran ng kapistahan ng Obando na umusbong pa man bago lumaganap ang Kristiyanismo sa pamamagitan ng tinatawag na *Kasinolawan*. Sa puntong ito, maaring mabigyan ng hamon ang pagturing sa Kapistahang panrelihiyon sa kapistahang sekular.

Sa unang batis, makikita kung paano hindi nababago ang pagdiriwang ng Kapistahan sa kabila ng bagong hugis ng panahon, modernisasyon at iba pang radikal na paniniwala. Sa pag-usbong ng mga ganitong pananaw at perspektibo, tuloy pa rin ang pag-indak bilang ritwal na paniniwala na maaaring magbigay ng paniniwala at magpapatatag ng pananampalataya sa mga taong umaasang magkaroon ng isang supling. Sa ikalawang batis, bagamat ang unang kaligiran ng pagdiriwang ng kapistahan ang pagdakila sa isang santo bilang sugo ng Diyos sa tao, dahil sa pagpapapalit ng panahon, nagkakaroon ng ibang anyo ang pagdiriwang ng kapistahan at nawawala ang esensya ng pagbibigay ng grasya ng iang pintakasi, bagkus nagiging isang sekular at sa halip na bigyang-pugay ang isang santo, nagkakaroon ng selebrasyon dahil sa promosyon sa mga produkto ng isang lugar o sa isang gawi na dahilan kung bakit nakilala ang lugar na iyon. Ilan sa mga halimbawa ng tinutukoy ang pagdiriwang ng bangus festival, lansonez festival, wata-wata at mga katulad nito.

Kung gayon, sa pamamagitan ng pagsusuri sa kapistahan sa Obando, Bulacan, masasabing kahit na ano pa ang mangyaring hamon sa pananampalataya, hindi pa rin mababago nito ang dalisay na

layunin kung bakit naninikluhod at nanampalataya at higit sa lahat naniniwala sa isang konspeto ng pananampalataya.

Bilang pag-uugnay sa institusyunal na tema na pagpapanatili (*upholding*) ng 500 taon ng pananampalataya at edukasyon, binubuo ang pananaliksik na ito una, upang ituring ang pananampalataya sa/ng isang kapistahan bilang impluwensya at salik na dulot ng pananampalatayang Kristiyanismo. Bagamat may kolonyal na aspekto ang pagpapalaganap ng Katolikong pananampalataya, napanatili at napagbuo nito ang pananaw sa aspektong relihiyon at papel ng simbahan sa lipunan. Nasa kamalayan na ng bawat Pilipino ang pagdiriwang ng kapistahan maging sa akademikong institusyon tulad ng San Beda. Ikalawa, gaya ng nabanggit, nagdiriwang din ang San Beda ng kapistahan tuwing makahuling Biyernes, Sabado at Linggo ng Enero bilang parangal kay Sto. Nino. Matatandaan na ang Sto. Nino ang simbulo ng pagtatag ng Kristiyanismo sa Pilipinas. Sa pagdiriwang na ito, nakapaloob ang iba't ibang gawain sa akademya na siyang pundasyon naman kung paano maipagbubuo ang sistema ng edukasyon sa pagdiriwang ng kapistahan at pagpapanatili ng pananampalataya. Sa kapistahan ng Obando, mula sa ritwal hanggang sa iba't ibang pag-aaral na nabubuo rito, nagagamit ang mga kaalaman upang mapaunlad pa o mapahusay ang mga disiplina na nalilinang sa pag-aaral ng mga kapistahan. Lumilitaw ang pagsusuri hindi lamang sa pananampalataya kundi pati na rin sa isang lipunan, kultura, tradisyon, simbulo at sayaw. Ang mga nabanggit ang siya namang maaaring magamit sa pananaliksik na ito bilang kontribusyon sa pagpapanatili ng legasiya ng 500 taon ng pananampalataya at edukasyon sa Pilipinas.

Metodolohiya

Sa papel na ito, pagtutuunan ng pansin ang mga tala hinggil sa pagdiriwang ng Kapistahan partikular na ang paraan kung paano ito nasusuri sa pamamagitan ng *kwalitativ na lapit*. Kug gayon, archival ang magiging paraan ng pagtuon sa metodolohiya ng pagdisenyo sa pananaliksik. Pagtutuunan ng pansin ang mga pag-aaral na may kinalaman sa mga simbulo at pagpapakahulugan ng Kapistahan sa Pilipinas partikular na ang Kasinolawan at ang kaugnayan nito sa iba pang Kapistahan. Kakalap ng mga datos mula sa dalawang batis ng pagdiriwang ng Pista, ang pagdiriwang alang-alang sa isang banal o santo at pagdiriwang sa ngalan ng produktong ipinagmamalaki na mayroon sa isang partikular na lugar.

Maaari ring kapanayamin ang mga tinatawag na *elders* sa nasabing Parokya at hindi naman ito balakid sapagkat tagaroon naman ang nagsusulat ng pananaliksik na ito. Ganon din, maaaring mabigyan ng pagkakataon na makausap ang awtor ng mga hakbang sa pagsasayaw ng fertility dance upang makapandagdag pa sa pagtalakay o pagpapaliwanag ng nosyon ng kapistahan ng sayaw sa Obando.

Natuklasan

Nahahati ang pagdiriwang ng Kapistahan sa Pilipinas sa kabila na bunga ito ng pagluwal ng pagpapalaganap ng Kristiyanismo-Katolisismo sa bansa. Masasabing, sa unang banda, may kapistahan na alinsunod sa kadakilaan ng isang banal o ni Kristo at ito ang kapistahan na sinusundan ng mga lokal na simabahan. Maituturing din na mayroon din naman nito sa ibang bansa subalit katulad ng iba pang laganap ang Katolisismo, sa Pilipinas, higit na mas napapaigting ang pagdiriwang nito sapagkat naka-angkla na sa kasaysayan at sibilisasyong Pilipino at impluwensya ng relihiyon at pananampalataya. Sa kabilang banda naman, may mga kapistahan na maituturing na sekular ang kaligiran o pundasyon sapagkat hindi ang pagkarelihiyoso nito ang itinatampok bagkus kundi ang mga produkto na ipinamamalaki o bantog sa lugar na iyon. Kung gayon, masasabing may dalawang lebel ang konspeto ng Kapistahan sa Pilipinas, isang panrelihiyong Kapistahan at isang pang-sekular o hindi pangrelihiyosong pagdiriwang.

Hinuha

Sa kabila ng dalawang lebel ng kapistahan na humuhulma sa kultura, sining at lipunang Pilipino, hindi pa rin mawawala ang katotohanan na nananaig pa rin ang pagdiriwang ng kapistahan sa panrelihiyon sapagkat una, ito ang nakasanayan na at pangalawa, sa kabila ng kaparehong kulay na mayroon ang mga sekular na kapistahan, hindi maiaalis sa mga Pilipino ang pagkarelihiyoso nito at tanging sad ulo, mas kinakapitan pa rin niya ang kabanalan o kasagraduhan ng isang kapistahan na mas malapit sa Diyos. (Wendt, 2008). Manipestasyon ang mga ito kung bakit mahalaga pa rin magpasahanggang ngayon ang Kristiyanismo na umabot na rin ng 500 taon sa Pilipinas.

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Advancing the Pursuit of the United Nations Sustainable Development Goals: Initiatives of Selected Publicly Listed Companies in the Philippines

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Introduction

The Philippine Publicly Listed Companies are now more focused on addressing the triple bottom-line underlying principle of sustainability, namely: economic, environment, and social impacts of the company's programs and practices. This follows the guidelines issued by the SEC Memorandum Circular No.4 to use the Global Reporting Index in preparing their Sustainability Reports effective February 15, 2019. This international standard in reporting sustainability that encompass the 17 UN SDGs is rooted on the general framework of good governance which embraces corporate social responsibility, gender equality. and corporate ethical behavior among others.

In this regard, we asked what are the sustainability initiatives of the selected Publicly Listed Companies in the Philippines that are advancing the pursuit of the UN Sustainable Development Goals particularly on Good Health and Well-Being and Quality Education and Life-long Learning? To answer this, we map the sustainability programs implemented by the sample companies that are aligned with the 17 UN SDGs. We also determined if the UN SDGs adopted corporations are

embedded and articulated in their corporate vision-mission statements. Lastly, we identified the specific programs that were implemented by the selected firms that are advancing the pursuit of the targets of SDG#3 on Good Health and Well-Being and SDG#4 on Quality Education.

Methodology

We anchored our study on the theories of Sustainable Development and Humanistic Management. The Theory of Sustainable Development main intent is to persuade businesses to track and manage social, environmental, and economic (not just financial or profit) value added or value destroyed (Elkington, 2018). The theory of humanistic management follows strategies and practices aimed at the creation of sustainable human welfare (Von Kimakowitz et. al. 2011).

We used the qualitative exploratory research design and the holistic multiple case study research strategy (Creswell, 2014; Yin, 2009; Saunders, Lewis, &, Thornhill, 2019) to explore the initiatives of selected publicly listed companies that contributed to the achievement of UN SDGs #3 and #4. We also utilized qualitative research method approach (Creswell, J., 2009) to seek answers to the focal research question and specific objectives we framed based on our conceptual and operational models.

We selected through non-probability purposive sampling technique the 20 Publicly Listed Companies in the Philippines based on four criteria. These companies are from the banking, energy, telecommunications, food and beverage, property, holding, education, retail, mining and transportation services industries.

We utilized the mono method, which is a single data collection technique and corresponding analysis procedures, to answer our research question (Saunders, Lewis, &, Thornhill, 2019) taken from the 20 selected Philippine Publicly Listed Corporations Sustainability Reports published in 2020 from their respective websites. We employed content analysis of information about their programs from the Sustainability Reports and we found meaningful chunks or patterns of data.

Findings

Our numeral mapping analysis revealed that the average number of implemented programs related to the 17 UN SDGs by the sample Publicly Listed Companies is 11(65%). There are companies pursuing all the 17 SDGs while there are those who implemented only six programs.

The Sustainability Reports and Annual Reports for year 2020 of our sample corporations, showed that 12 out of 20 (60%) companies have articulated the essence of the UN SDGs in their vision statements. The spirit of the UN SDGs is also embedded in the mission statement of 13 out of 20 (65%) firms. Moreover, two of the sampled 20 companies rooted the core of the UN SDGs in their combined vision-mission statement. Overall, 15 out of 20 (75%) corporations have articulated the essence of the UN SDGs either in their vision or mission or a combined vision-mission statements. The corporations with no explicit articulation of the essence of the UN SDGs are Union Bank, Del Monte, Jollibee, Metro Retail, and LBC Express.

On SDG#3, our findings disclosed that all (100%) the 20 sampled corporations implemented specific programs for "ending epidemics and communicable diseases" with specific reference to COVID-19 pandemic in 2020. The concrete initiatives done by the corporations are on actual financial support, construction of needed physical facilities, provisions for health and hygiene kits, online education and consultation, distribution of food and other provision for families affected by the lockdown, work from home arrangements, and establishment of center/place that supports COVID-19 surveillance and safety in the workplace, among others.

On SDG#3, our analysis further determined that 13 out of the 20 (65%) sampled firms implemented specific programs that directly address the target of "achieving health coverage and wellness for all at all ages." The programs are mostly about rehabilitation of rural health units, mental and wellness programs for employees, additional hospitalization and health insurance for employees, medical and dental missions to poor communities, financial assistance to help defray medical expenses of the needy, among others.

On SDG#4, our results indicated that all (100%) the 20 samples corporations have implemented programs on quality education. Specifically, nine (45%) of the firms have programs that address access to primary and secondary education. There are 11 (55%) of the companies undertake

programs that support access to tertiary education. Our data likewise revealed that there are 10 out of 20 (50%) corporations that adopted programs that respond to access to technical-vocational education. The initiatives are generally on construction of schools and classrooms for public schools as well as scholarship or financial assistance to students and out of school youth to acquire primary, secondary, tertiary, and/or technical-vocational education.

Conclusion

Health is also an important part of the Sustainable Development Goals. In the Philippines, Universal Health Care as stipulated in R.A. 11223 of 2019 means that "all Filipinos are guaranteed equitable access to quality and affordable health care goods and services and protected against financial risk."

The 20 sampled corporations implemented specific programs for "ending epidemics and communicable diseases" with specific reference to COVID-19 pandemic in 2020 and more than the majority of the firms implemented specific programs that directly address the target of "achieving health coverage and wellness for all at all ages." Hence, our proposition that "there are specific sustainability programs implemented by the selected Publicly Listed Companies in the Philippines that contributed on achieving the target of ending epidemics and communicable diseases and achieve health coverage and wellness for all at all ages," is accepted. Consequently, better health and well-being must not only be regarded by these corporations as a single goal for sustainable development but considered as being crucial for accomplishing all three pillars of sustainable development.

Education matters and it is an important investment. It stands for the hopes and dreams of many children around the world. SDG#4 aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all by 2030, through ensuring equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

Overall, the initiatives are generally on construction of schools and classrooms for public schools as well as scholarship or financial assistance to students and out of school youth to acquire primary,

secondary, tertiary, and/or technical-vocational education. Thus, our proposition that "there are specific sustainability programs implemented by the selected Publicly Listed Companies in the Philippines that contributed on achieving the target of ensuring access to primary, secondary, tertiary, and technical-vocational education is accepted. As a takeaway, the ambitious nature of SDG#4 on education demands strategic, integrated and holistic approach for the corporations to contribute to the achievement of the goal.

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The Correlation of Work-from-Home Arrangement on Employees' Mental Well-being, Social Life, and Productivity: In the Context of Covid-19 Pandemic

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Introduction

Prior to the coronavirus pandemic, HR and business leaders embraced new changes, technologies, and ideas fairly slowly. The Covid-19 pandemic is causing a shift in paradigm on how work is done in the country. Whereas before, long hours of stay in the office was the norm, the imposition of the Enhanced Community Quarantine (ECQ) forced employers of non-essential industries to recognize that work can be done even outside the office premises, such as through work-from-home arrangements (WFHA).

Republic Act No. 11165 or Telecommuting Act. Signed into law on Dec. 20, 2018, Republic Act No. 11165 encouraged employers in the private sector to adopt telecommuting, a work arrangement that allows an employee to work from an alternative workplace with the use of telecommunication and other relevant technology.

It deviates from the conventional set up of work which is usually within the confines of office cubicles or central workstations. It is "working from anywhere other than a company's office or workplace" or more popularly known as "working remotely" or "working-from-home". Employers must provide employees a work-from-home or telecommuting arrangements with adequate support to perform their assigned job descriptions.

Today, we reside in a new normal where change is the only constant. When Covid-19 forced companies all over the world to provide a work-from-home arrangement for their employees, it is indeed a challenging moment for the employers and employees. This research posed a great importance on the relationship of work-from-home arrangement, mental well-being, social life, and productivity.

Methodology

Given the nature of this study, it is important to consider the capacity of the framework to measure the relationship of WFHA on employees' mental well-being, social life, and productivity. In this regard, the conceptual framework was lifted from the Flexible Work Arrangements Framework. It was developed by Marcel Weiden and Karl Hofmeyr (2020), and it was used to study employee engagement using the three criteria for the successful implementation and management of FWAs: 1) define and communicate the policy, 2) buy-in from management, and 3) enabling environment.

The research design of this study is correlational and descriptive in nature as data collected through the use of a five-point questionnaire. According to Saunders, Lewis, and Thornhill (2012) "a positive approach prefers collecting data about an observable reality. Descriptive research is to gain an accurate profile of events, persons or situations."

Saunders, Lewis, and Thornhill (2012) said that "a correlation is the extent to which two variables are related to each other." The outcomes further tested to determine the factor that significantly impact employees' mental well-being, social life, and productivity.

The online survey was participated by 103 out of 126 qualified employees, giving an 82% response rate. The questionnaire had three major qualifiers to ensure data response fit: 1) permanent status, 2) minimum educational attainment which should be a college graduate, and 3) experienced a WFHA for at least six months.

Findings

The research instrument was lifted from various sources. The work-from-home arrangement questions were based on the RA No. 11165 and Flexible Work Arrangement (FWA) Framework contained 15 questions. The mental well-being aspect was adopted from the study of Ahmed et al., (2015) and it contained 14 questions. The social life aspect was adopted from Dian-Ling et al., (2020) and it contained 15 questions. The productivity aspect was adopted from Berardelli et al., (2019) and contained 25 questions. In total, the questionnaire had covered 69 questions and distributed to 126 permanent employees.

Table 1

Degree of Work-from-Home Arrangement of the Employees

WFHA Criteria	Over-all Mean	Interpretation
Define and Communicate	4.40	Very High
Buy-In	4.27	Very High
Enabling Environment	3.89	High
Grand Mean	4.19	High

Note: 1:00-1.80 (Very Low); 1.81-2.60 (Low); 2.61-3.40 (Average); 3.41-4.20 (High); 4.21-5.00 (Very High)

Based on the results, the respondents had a high degree of work-from-home arrangement with a grand mean of 4.19. On the other hand, enabling environment was the lowest among the three WFHA criteria. Employees' work interruption due to poor internet connection got the lowest weighted mean of 3.89.

Table 2

Level of Employees' Mental Well-being, Social Life and Productivity during Work-from-Home Arrangement

Items	Over-all Mean	Interpretation
Mental Well-being	3.94	High
Social Life	4.22	Very High
Productivity	4.25	Very High
Grand Mean	4.14	High

Note: 1:00-1.80 (Very Low); 1.81-2.60 (Low); 2.61-3.40 (Average); 3.41-4.20 (High); 4.21-5.00 (Very High)

It can be seen in Table 2 that the levels of employees' mental well-being, social life, and productivity during WFHA had a verbal interpretation of high as revealed in the over-all mean of 4.14. Both social life and productivity had a verbal interpretation of very high while employees' mental well-being had the lowest over-all mean of 3.94 with verbal interpretation of high.

The level of employees' mental well-being rated themselves average on: *I have been feeling relaxed* (3.33); and, *I have been feeling interested on other people* (3.30).

Table 3

Degree of Correlation of Work-from-Home Arrangement and Employees' Mental Well-being, Social Life and Productivity

Variables	Computed r Value	Computed p Value	Computed t Value	Tabular t Value (0.05)	Decision	Interpretation
Work-from-Home Arrangement Mental Well-being	0.5983	0.0001	7.50	1.98	Reject Null	Significant
Work-from-Home Arrangement Social Life	0.300	0.7622	0.30	1.98	Do not Reject Null	Not Significant
Work-from-Home Arrangement Productivity	0.1858	0.603	1.90	1.98	Do not Reject Null	Not Significant

Table 3 revealed that among all the variables, employees' mental well-being is a significant variable to work-from-home arrangement while the rest of the variables are not significant factors

to work-from-home arrangement. The data presented the computed t values and tabular t values as regard to the significant relationships between work-from-home arrangement, mental well-being, social life, and productivity.

It was a challenge to manage a work-life boundary; hence, there is a need to keep work separate from personal life, more so during this pandemic. There is a need to manage every family member who are at home all the time. Razal et al., (2020) stated that "having to stay at home and not see others due to Covid-19 pandemic, loneliness can be a real drain on one's feelings of wellness."

Due to Covid-19, protocols required adaptation that many found challenging, creating new norms. Kedelli and Beddoe (2020) discovered "the rules changed pattern of social interaction, attitudes towards others, and how families and communities were defined." Covid-19 social distancing rules differ slightly between countries, but generally involved essential workers. Schools, businesses, churches, and sports were all closed, restaurants and malls were the only legitimate reasons to be out of the house.

In the Philippines, Cahapay (2020) shared that "even as the country eased its quarantine measures starting May16, the Department of Health (DOH) still strongly advised the public to observe social distancing." Relative to this, the House of Representatives has filed House Bill No. 6623 to guide people on how to live in a new normal environment, especially observing social distancing strategies (Mercado, 2020). According to Cahapay (2020) "there were three dimensions in the conceptual definition of social distancing such as "stay at least six feet from other people, do not gather in groups, and stay out of crowded places."

Weiden and Hofmeyr (2020) identified employees who found out that FWAs allowed them to be more productive. Acknowledging the individual differences and preferences depended on the level of productivity. In the meantime, scholarly authors presented empirical evidence which made productivity a significant predictor of work from home arrangement. Contrary to the results of this study, productivity is not a significant factor of work-from-home arrangement.

Conclusion

Majority of the employees had a high degree of work-from-home arrangement with a grand mean of 4.19. As everyone continues to cope with the Covid-19 pandemic, many companies and organizations have had their operations disrupted due to the implementation of community quarantine and social distancing.

In terms of employees' mental well-being during work-from-home arrangement, employees appreciated the effort of the management to help them maintain a healthy mental well-being during WFHA. Different online activities (online team building, virtual recognition, acknowledgment sessions) were organized by the HR Team. Based on the respondents, the management was very effective in sustaining the mental health of their employees. Working-from-home can be challenging to keep work life separated from personal life, even more so when everyone in the household is home all the time.

Employees had a high level of social life during work-from-home with a grand mean of 4.22. In terms of employees' productivity during work-from-home arrangement, had a very high over-all mean of 4.25.

On the other hand, work-from-home arrangement to employees' social life presented a p value of 0.7662 which is greater than a .05 level of significant. Similarly, work-from-home arrangement to employees' productivity presented a p value of 0.603 which is greater than a .05 level of significant. The result implied that there was no significant relationship.

While WFHA informs everyone to continue physical distancing, Philippine businesses are highly encouraging everyone to adopt alternative work arrangements, such as work from home arrangements, as part of the new working environment. In cases of WFHA has been with the use of telecommunication and/or computer technologies, it is advisable for Philippine employers to adopt a formal telecommunicating program under the Telecommuting Act. Though the requirements for adopting formal telecommuting arrangements are far more stringent than a WFHA during the ECQ, these same requirements precisely assure employers that their adoption of a telecommuting program would be in line with Philippine laws.

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Utilization of the Algebraic Method in the Design and Development of the ChemRxnCalc Mobile Application Prototype

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Introduction

"Everything should be made as simple as possible but not simpler". – Einstein

There could be ways to simplify complex ideas without losing its innate essence. Calaprice (2010) quoted Einstein…" the supreme goal of all theory is to make the irreducible basic elements as simple and as few as possible without having to surrender the adequate representation of a single datum of experience". This is deemed essential in facilitating learning and maximizing student potential. Educators must consistently create opportunities for students to construct meaning on their own. Such aforesaid opportunities must allow them to find patterns, leading them towards their own discovery of simple approaches to create and understand meaning. Such developed skill of creating and understanding meaning will lead them towards being effective problem- solvers and not merely solution- absorbers.

In adapting to the new normal in education as brought by the COVID-19 pandemic, teachers are challenged to be flexible in providing students with opportunities to learn. As the UN Sustainable Development Goal 4 mandates, inclusive and equitable quality education must be ensured at all times while at the same time promoting lifelong opportunities for all (UN DESA, 2020). Learning gaps must be filled, opportunities for students to learn must be constantly created, while school stakeholders must consistently take a collective action towards resiliency and adaptation.

An obvious learning gap in the teaching and learning of chemistry in the new normal is the limited synchronous interaction between teachers and students and between students, themselves. As the course is laden with abstract concepts that make use of mathematical rules to be understood and with mathematical ability as a known heritable component that is linked to several genes in the brain development, it is expected that students' understanding of the course may widely vary and which may result into extreme bipolarity in learning. For quality education to be equitable, a supplementing and complementing environment for learning must be created for those who need it. In this case, students who are "barely passing" must be given their much needed "equitable space" where they could eventually catch up with the rest of the class and meet the course outcomes.

Saberon (2021) utilized the algebraic method in her created E-SCRIBE macros-run (VBA) application using the MS Excel. Upon completed ideation and validation of the aforesaid application, she recommended that this same e-tool be converted into a mobile application to increase student and teacher engagement.

Picking up this aforesaid recommendation, the researchers created its equivalent ChemRxnCalc prototype mobile application. It is intended to help students in Chemistry in enhancing their skill in balancing Chemical Equations via the Algebraic Method approach. Vazquez (2018) postulated that mathematical models could effectively describe scientific processes and may even be used as a tool to predict relationships and causation. He thought that such aforesaid models could concretize man's understanding of the natural world.

This mobile application is proposed to be the "equitable learning space" in Chemistry that shall address the learning gap previously discussed. It is flexible, with the student being empowered to micro- manage his time of use of the application, while at the same time, easing the difficulty of teachers in lesson delivery as the student may just review and validate what he has learned thru the app during the synchronous classes. Indeed, it showcases resiliency and systematic adaptation to the new normal while resonating the intent of promoting equitable learning towards quality education.

Methodology

In the development and validation of the ChemRxnCalc mobile application prototype, the features of a descriptive developmental research was utilized. Richey (1994) clarified that a developmental research is particularly important in the field of instructional technology especially if intending towards product development and evaluation. It may even serve as a valid basis for model construction and theorizing.

Its stages of development, on the other end, is patterned after Sutton (2020). He suggested that these protocols should be observed: ideation, research and planning, prototyping and pilot validation.

Table 1.

Stages of Development and Validation

Stages of Development and Validation	Actions Taken
Stage 1- Ideation	Review of relevant studies on Algebraic Method as used in Balancing Chemical Equations
Stage 2- Planning	Selection of relevant data (both on *ChemRxnCalc* and mobile application prototyping) leading towards selection of data analytic techniques
Stage 3-Prototyping	Creation of *ChemRxnCalc* mobile application prototype
Stage 4- Pilot Validation	Pilot validation of *ChemRxnCalc* mobile application prototype by subject matter experts and teachers

All the necessary protocols in the doing of the ChemRxnCalc mobile application prototype, from the letter of request distribution to target validators to the processing of the data gathered, was treated with utmost confidentiality and honesty. As this project is limited to the development of an e-tool mobile application that is projected to provide a flexible learning material in Chemistry, it is encompassing to note that no animal or human was harmed while the research is in full force. Further, all requirements of the Research Ethics Board of this University was complied with promptly and diligently.

Findings

Upon completion of the prototype and following the protocols on software quality assurance as set by the ISO 25010, specifically in the field of usability, the researchers crafted

Figure 2.

ISO/IEC25010 Software Quality Requirements
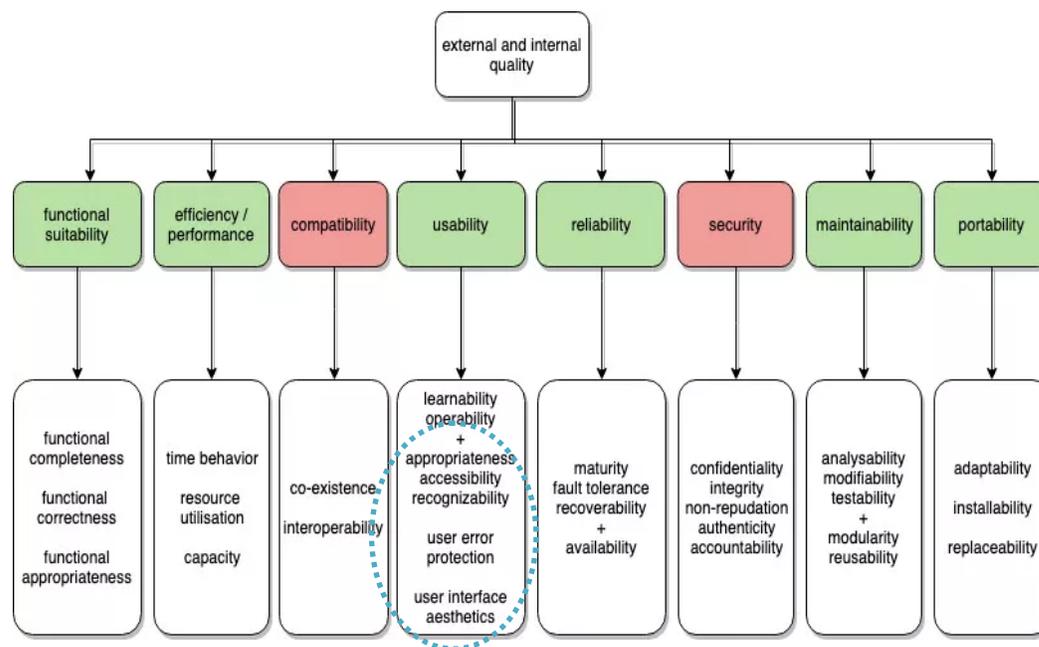
Source: ISO20500.com

Using the 5- point Likert Scale, the generated results of the initial validation reveal a very good reception of the *ChemRxnCalc* e-tool in terms of operability, aesthetics and user error protection.

1- strongly disagree	Range:		Descriptors
2- disagree	4.2	5.0	Strongly Agree
3- neutral	3.4	4.19	Agree
4- agree	2.6	3.39	Neutral
5- strongly agree	1.80	2.59	Disagree
	1.0	1.79	Strongly Disagree

Table 1.

Tabular results of the Pilot Validation of the ChemRxnCalc Mobile Application Prototype

Total Number of Validators	Item 1 Operability	Item 2 Aesthetics	Item 3 User error protection
N= 8 Chemistry Teachers in College and High School	The application is easy to use.	The design of the app is simple and straightforward.	The result the application generates is correct.
Average	5	4.875	5
Interpretation	Strongly Agree	Strongly Agree	Strongly Agree
Standard Deviation	0	0.35	0

Some Validator/User Screenshots:
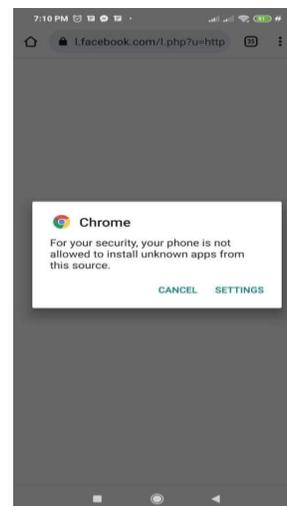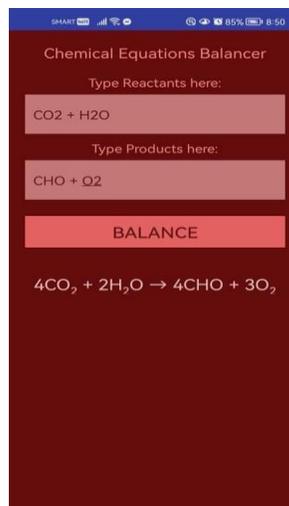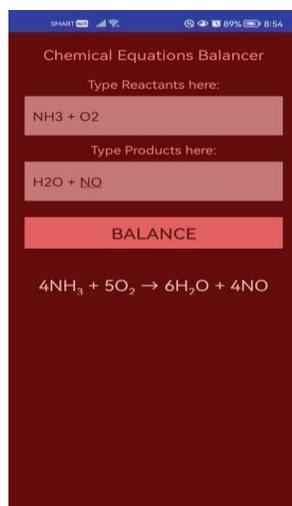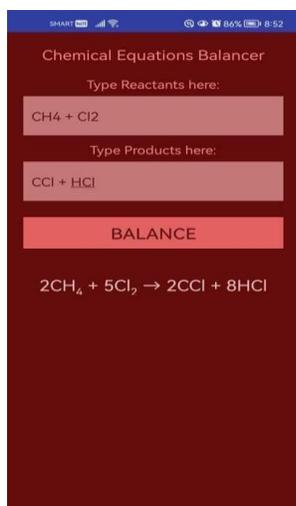
Recommendation

Upon completion of the initial validation of the *ChemRxnCalc* mobile application prototype by subject-matter experts, it is recommended for second-phase validation by students. This could be accomplished by uploading the e-tool in the RedCanvas learning management system (LMS) of the University. The initial target users are the Senior High School and College Students of San Beda University, Manila and probably, the Mendiola Consortium who are taking up General Chemistry and/or Inorganic Chemistry. Consequently, once the **ChemRxnCalc** mobile application prototype has been validated by both experts and students, it is intended to be patented thru registration in the Intellectual Property Office of the Philippines (IPO). It is also targeted to be registered and uploaded in the Google Playstore and Apple Appstore for consumption of a bigger teacher and student population.

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Language-based Approach in Achieving Sustainable Development Goals: A Qualitative Meta-Analysis

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Introduction

"If you talk to a man in a language he understands, that goes to his head. If you talk to him in his language that goes to his heart," -   Nelson Mandela

Language is the primary means of communication between people to convey thoughts, feelings, intentions and desires to others (Bonvillain, 2003 as cited in Mweri, 2020; Ezeh & Obiageli, 2020). Nwadike (2004 as cited in Ezeh & Obiageli, 2020) views language as the key to the heart of the people. "If we lose the key, we lose the people. If we treasure the key, and keep it safe, it will unlock the doors of wealth or affluence," thus leading to national development. Tantamount to this, according to Nyasulu (2014 as cited in Mweri, 2020), 'the role of language in socio-economic development cannot be overemphasized. Where there is no language there is no development…' Language is indeed pivotal in the implementation of Sustainable Development Goals (SDGs). In September 2015, the Philippines, together with 192 other United Nations member states, committed to achieving the 17 Sustainable Development Goals (SDGs) and their concomitant 169

targets by 2030. The SDGs are described as a "universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity" (United Nations Development Programme (UNDP) n.d.).

According to the Intrac blog, "the Sustainable Development Goals (SDGs) aim to put the most vulnerable populations first and to leave no one behind. This implies communicating in a multiplicity of languages, yet the SDGs are silent on language issues." (Mweri, 2020, p. 17) Also, Ezeh and Obiageli (2020) noted that "little attention was given to the societal organs/medium that will assist the realization of these goal such as language."

Specifically, this study sought to answer the research problem: How can language-based approach help achieve Sustainable Development Goals (SDGs)? It aims to: 1) Describe language-based approach development and other relevant language theories vis-à-vis sustainability goals. 2) Enumerate how the SDGs reach the grassroots so that they can be translated into a plan of action through language-based approach. Particularly, the study focuses on the following: Goal 3 - Good health and well-being; Goal 4 - Quality education; Goal 16 - Peace, justice and strong institutions and Goal 17 - Partnership for the goal.

Further, this study aims to fill in this gap on language issues and the achievement of SDGs by emphasizing the propositions, ideas and programs presented in symposiums, conferences, and reports as regards this purpose. Specifically, it deals with relevant language theories such as Edward Sapir-Benjamin Lee Whorf Linguistic Determinism Theory, Geoffery Leech's five characteristics of language, Lev Vgotsky Developmental Theory, Jim Cummins Principles of Language – Basic Interpersonal Skills/Cognitive Academic Language Proficiency and others as put forth in the studies, webinars, symposiums on multilingualism, mother tongue/local languages, and the role of language vis-à-vis SDGs. This also pulls together the suggested plans of action on SDGs using language-based approach.

Methodology

Qualitative meta-analysis seeks to provide a concise and comprehensive picture of findings across studies that investigate the common general research topic (Timulak, 2009 cited in Drape et al,

2020). Schreiber, et al. (1997 cited in Drape et al, 2020) proposed that, qualitative meta-analysis is characterized by ''the aggregating of a group of studies for the purpose of discovering the essential elements and translating the results into an end product that transforms the original results into a new conceptualization'' (p. 314). Also, qualitative meta-analysis theoretician, Finfgeld (2003 cited in Drape et al, 2020), characterized qualitative meta-analysis as ''a new and integrative interpretation of findings that is more substantive than those resulting from individual investigations'' (p. 894). I chose to examine data from symposiums, reports and studies pertaining to the purpose of this study in a comprehensive manner using this method in order to consolidate concepts and recommendations on how language-based approach achieve sustainable development goals.

Nowak (2011: 430 cited in Olinger, 2012) explained that under a broad definition, "qualitative research synthesis can be seen as a method for sampling, selecting, appraising and integrating (or comparing) the findings from diverse qualitative studies (p. 53)." In this context, it is perhaps essential to understand that synthesis means to arrive at something that consists of more than the sum of its parts. Nowak (2011 cited in Olinger, 2012) suggests the following five-step synthesis approach: 1) Exploring the field and defining research questions 2) Search, selection and appraisal of studies (sampling procedure) 3) Data extraction 4) Aggregation 5) Synthesis. In order for a study to qualify as part of my sample it had to (1) describe the linguistic theory or concepts vis-à-vis SDGs and (2) discuss recommendations toward achievement of SDGs, particularly on SDG#3, 4, 16 and 17. Other reports on SDGs were included to put the concepts in context such as impact on COVID-19 and reports on the implementation of SDGs.

Secondary data from reports, symposiums and studies about language and SDGs searched from Google scholars open access journals were used as the main sources of data. I was able to gather data as far back in 2003 up to 2022. The summary of each study's key data, including the respective reference, the study's context of origin (if available), its focus, method, data and major findings in reverse chronological order were provided covering the concepts of multilingualism, plurilingualism, multilinguality, mother tongue-based multilingual education, literacy and reading skills, communication disabilities, minority vs. dominant languages, inclusivity, vulnerability, diversity, equality, global citizenship, transparency and integrity, nationalism, national unity and

collective identity and their centrality in the development, implementation, and successful completion of the SDGs. The study was approved by the university Institutional Review Board for a qualitative design.

Findings

Analysis of the datasets uncovered major categories and themes. In the analyses, 26 themes were identified which fall under the categories of 1) language 2) language users 3) inclusiveness, equality and sustainability 4) Sustainable Development Goals and language-based approaches. Summary of the language-based recommendations specific to SDGs in focus were as follows:

SDG #3

- WHO in 1948 defined health as a "State of complete physical, mental, and social wellbeing, and not merely the absence of disease or infirmity."

- Healthcare is highly dependent on good communication and those with communication disability are at a disadvantage when it comes to access and safety in healthcare encounters, for example medication errors, delay in treatment

- "Universal health coverage" should include access to speech and language therapy and audiology services (3.8)

- Higher likelihood of information dissemination about disease prevention and treatment, and emerging health issues reach the target recipients when MT is used

- Funding of professional education in developing countries with a particular emphasis on developing culturally and linguistically appropriate care

SDG #4

Inclusive, equitable and sustainable education should provide accessible, diverse media of instruction and communication in our educational system to accommodate vulnerable people
The following interventions were proposed to address communication disabilities:

- Development of speech and language therapy and audiology services and professions

- Funding for developing culturally and linguistically appropriate care

- Funding for research to determine the global scope of communication disability

- Usage of alternative means of communication which include low tech (e.g., picture-based communication books or boards) or high tech (e.g., speech-generating devices) system

SDGs also cater to all youth and adults, hence the following:

- Earliest instruction takes place in the local mother tongue (Cummins' BICS/Calp Theory)

- Interdisciplinary approach to foreign language education on the college and university level

- Develop an open online repository of teaching materials

- Provide a forum where scholars and practitioners can share experiences and best practices both on a regular basis through social media and in-person at national conferences regularly every 12 to 18 months

SDG #16

Increasing participation in society and reducing their exclusion from all institutions and raising awareness in their communities about the realities of conflict can be communicated effectively through local languages that are understood by each society.

Language serves as a medium of formulating and enforcing acts (Sapir-Whorfian Linguistic Determinism Theory) against threats of international homicide, violence against children and women, human trafficking and sexual violence in order to promote peaceful and inclusive societies for sustainable development

SDG #17

A successful sustainable development agenda requires partnerships between governments, the private sector and civil society. These inclusive partnerships built upon principles and values, a shared vision, and shared goals that place people and the planet at the center, are needed at the global, regional, national and local level. Governments can mobilize to reach their people through local languages for a clear understanding of the SDGs and their implementation.

Successful partnership involves mutual understanding and compromise through a common language or languages (Vgotsky's Developmental Theory). These inclusive partnerships give rise to principles, values and shared vision that ensure sustainability in all aspects of life.

A key aspect of this future, and of the potential benefits of increased global sustainability, is multilingualism. Preparing future generations of global citizens will require a multilingual and multicultural framework - the United Nations is ideally situated to play a leading role.

Figure 1.

Final conceptual model
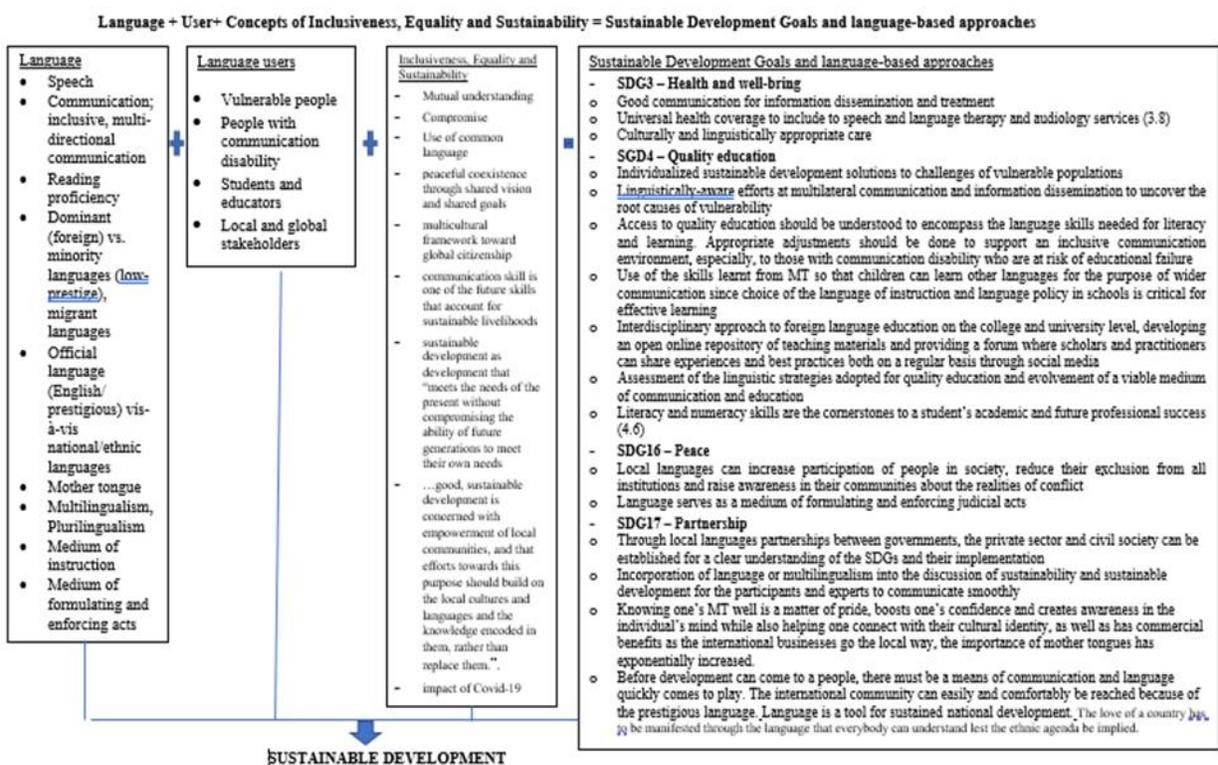
Figure 1 shows the final conceptual model integrating the concepts in language-based approaches toward the achievement of SDGs.

Conclusion

As Chomsky (1957 cited in Obiegbu, 2015) puts it, language and society are so much related, thus. their relationship cannot be underestimated. "Language is the oil that lubricates activities within any human society." Language is indeed pivotal in sustainable development. With the mission: to leave no one behind," language is a viable instrument to get the vision of development across diverse population. So as the complexity of language concepts need to be defined and structured, the concepts of inclusivity, equality and sustainability should be extracted to the details as well in order to reach the goals of development. Linguistically-aware efforts should be promoted toward national unity thus facilitating development. It is recommended that future studies or in a systematic literature review analyze language issues (e.g. minority/low prestige vis-à-vis dominant/foreign language, multilinguality, nationalism etc.) per country and their resolutions toward sustainable development.

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Sustainable Practices of Publicly Listed Higher Educational Institutions in Ensuring Good Health and Well-Being

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Introduction

Without a doubt, health is critical for sustainable development. It is an absolute human right that contributes significantly to a society's economic growth. Health is defined as a *"state of complete physical, mental, and social well-being, rather than merely the absence of disease or infirmity"* (WHO, 1948). The social and economic environment, the physical environment, and a person's individual characteristics and behaviors are all health determinants (WHO, n.d.).

In this context, the United Nations General Assembly adopted the 2030 Agenda for Sustainable Development in 2015. The 2030 Agenda includes 17 Sustainable Development Goals (SDGs), which are a universal call to action to end poverty, protect the environment, and ensure that all people live in peace and prosperity (United Nations, 2015). SDG #3, which is officially titled *"Ensure healthy lives and promote well-being for all at all ages",* is one of the SDGs that stands out the most.

Although the SDGs do not specifically address higher education, the achievement of Sustainable Development Goals by 2030 will have a significant impact. Through teaching, learning, and research, educational institutions have the ability to influence not only graduates, but also communities and society as a whole. Furthermore, through institutional strategies, outreach and services, partnerships, and funding, educational institutions have improved their sustainability initiatives.

Higher educational institutions are increasingly recognized as a critical driver of the development of sustainable societies (Flinder, et.al. 2019; Velasquez, et. al. 2006; Cortese, 2003). They serve as transformative agents, influencing the mindsets and values of future leaders in academic, business, and politics through the application of a unique set of skills. In response to this call and challenge, higher education institutions are adopting more business-like practices in order to compete and provide service in an industry that is changing. As they implement these business-like practices, some institutions recognize the value of a "sustainable education" reputation and a competitive advantage. Although sustainability has always been an important part of the educational mission, higher education institutions are now incorporating it into their competitive strategy through the implementation of sustainable practices. As a result of establishing such sustainable practices, higher education institutions are discovering the opportunity to shift the focus away from the classroom and into their own institutional operations (Dahan, 2012).

Many academic critics believe that the move toward business practices is the downfall of higher education. On the other side of the debate are critics from outside higher education who claim that if these institutions behaved more like businesses, they would be able to solve all of their problems. According to Kretovics (2016), higher education is an industry, and individual institutions operate like businesses, whether faculty and staff believe it or not.

In this regard, this study primarily looked into the sustainable practices of publicly-listed educational institutions that ensure good health and well-being and how these practices significantly impact their stakeholders, the economy and society. Publicly-listed educational institutions were the subject of interest since they operate like any other businesses.

Methodology

This study was anchored on the following : theory of health, well-being, sustainability theory and stakeholder theory. According to Kiseleva (2013), the theoretical perspective on individual's health is viewed as an economic resource, which has now taken on one of the most important roles in the country's economic development. It also clarifies the notion that health is a source of two other crucial economic resources: labor and knowledge. On the other hand, according to Dolan, et. al. (2006), the highest level of well-being is achieved when a person's material, social, and psychological requirements are met. Economic resources and health are among the demands made. The sustainability idea, according to Gray & Bebbington (2000), must ensure that the current generation and future generations are able to meet their social and environmental needs. Dade (2010) defines sustainability as the process through which an organization strives to improve the quality of life of the surrounding community by balancing the economic, social, and environmental aspects. In the context of sustainability in higher education, Cole (2003) describes a sustainable university as an academic community that shares the responsibility for protecting and improving human and ecological health and well-being.

Three indicators of sustainable practice that measure good health and well-being in the university set-up were used, namely: research and publications on health and well-being, number of graduating students in health professions, and collaborations and health services.

This study used the qualitative exploratory research design. Through purposive sampling technique, 3 Publicly-listed Higher Educational Institutions were selected. The data was collected from the 2020 published and uploaded websites of the respective higher educational institutions like annual reports, news announcements and sustainability reports. Also, other pertinent and related documents will be reviewed.

Analytical procedure was used in the process of content analysis of information from the annual reports, sustainability reports, news announcements and other documents.

Findings

Based from the analysis, the publicly-listed higher educational institutions have published numerous research related to health and well-being. The publicly-listed higher educational institutions uphold quality researches and provide incentives to faculty and academic managers who publish journals, anthologies, collections and books published by respected scholarly publishers. Researches were published in peer-reviewed journal that is either local and international-referred or World of Science (WoS) or Scopus indexed. Opportunities for paper presentation in the local and international conferences were also evident, both for the faculty and the students from health-related courses. The findings revealed that the stakeholders of publicly-listed higher education institutions place a high value on these research outputs. Important information was provided on disease trends and risk factors, treatment outcomes or public health interventions, functional abilities, care patterns, and health care costs and use.

Health-related courses are offered in order to train competent and dedicated health professionals. These courses include nursing, medicine, dentistry, optometry, medical technology, pharmacy, psychology, social work practice in health care. The selected universities . Graduating students from these courses, with the training and skills acquired, are expected to promote, protect, treat and/or manage a person's physical, mental, social, emotional, environmental health and holistic well-being.

Analysis on collaborations and health services disclosed many programs and activities related to networking with other health institutions, health outreach programs, mental health support, and health care services for the students. Through these, skills, and resources to serve in a variety of roles bring about solutions for advancing health and well-being of the university's stakeholders.

Conclusion

This study concluded that higher educational institutions are an influential sector with enormous potential to impact positively on health and sustainability. They were able to help in ensuring healthy lives and promoting well-being at all ages.

It is recommended that stakeholders work together to ensure an integrated and holistic approach to the sustainability of higher educational institutions in order to ensure good health and well-being. To address the limitation of this study, it is proposed that additional research of different approach linking SDG#3 to other SDGs that are applicable to a university setting.

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Philippine COVID-19 Cases and Google Search of Ophthalmic Symptoms: an Infodemiology Study

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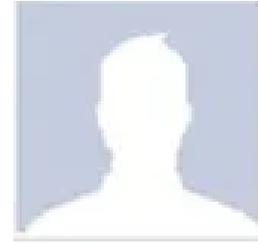
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Introduction

With some ophthalmic symptoms being variably reported among COVID-19 patients, and with the undocumented increase in the prevalence of digital eye strain as a consequence of the shift of services to digital platforms, an increase in experienced ophthalmic symptoms during the COVID-19 pandemic is to be expected. This increased prevalence however are masked by the reduction in ophthalmologic outpatient services, the precedence of life-threatening symptoms of COVID-19, the lack of detailed ophthalmic examinations during the pandemic, and the lack of reporting of digital eye strain.

Google Trends^{TM} is a portal that displays relative search volumes (RSVs) of specified terms, now employed in disease detection and infoveillance. For its utilization for COVID-19, associations were found between COVID-19-related terms and the confirmed COVID-19 cases, with the former preceding the actual cases by days to weeks (Effenberger et al, 2020). However, with the data on the sensationalized COVID-19-related terms being affected by bias from media, possible focus of

the utilization of Google Trends[TM] for COVID-19 is on the less documented symptoms, such as eye pain (Higgins et al, 2020).

With this, the study then aims to determine the online search interest on ophthalmic symptoms among Filipinos using RSVs and its correlation and temporal relationship with the weekly COVID-19 cases.

Documentation of surges in the search interests during the COVID-19 shelter-in months is important for providing evidence for either the ophthalmic symptoms being a manifestation of COVID-19 or for the rising prevalence of digital eye strain. Moreover, if correlation between the search interest in ophthalmic symptoms and the confirmed COVID-19 cases is established, ophthalmic symptoms can be then used as markers for this infection both clinically and epidemiologically.

Methodology

This study is a time-series cross-sectional analysis involving data from Google Trends[TM] and from the COVID-19 tracker. It aims to determine the surge of online interest on ophthalmic symptoms among Filipinos during the shelter-in months of COVID-19 and its correlation and/or temporal relationship with the confirmed local COVID-19 cases.

Twenty-two ophthalmic symptoms were identified based on the objective questionnaire by Seguí et al (2015) covering digital eye strain and on the reported COVID-19 ophthalmic manifestations on literature (Caselli et al, 2020; Deiner et al, 2021; Inomata et al, 2020; Siedlecki et al, 2020). We then performed a Google Trends[TM] search for the 173 translated search terms derived from 22 ophthalmic symptoms from March 2017 to February 2021. Surges are determined by the conversion of RSVs across four years to weighted sum of centered ranks, whose differences were compared using Skillings-Mack Test.

The RSVs of the terms that surged during the COVID pandemic are compared to the normalized weekly confirmed COVID-19 cases using linear regression analysis with subsequent time-lag correlation.

Findings

Thirty-two search terms yielded RSVs that can be encoded and analyzed, covering 17 out of the 22 (77.27%) elucidated ophthalmic symptoms. Despite comprising 50% of the search terms, not all 17 symptoms are covered by English. These results showed that the search terms primarily used by Filipinos in searching for ophthalmologic symptoms online are already covered for by English translations, though more locally used translations should be considered in utilizing some symptoms (i.e. foreign body sensation).

The following 11 search terms, corresponding to 9 ophthalmologic symptoms, appear to have a significant surge in terms of RSVs for 2020-2021 compared to the prior years - conjunctivitis ($p<0.001$), sore eyes (Tagalog, $p=0.0430$), itchy eyes (English, $p=0.0020$) (Tagalog, $p=0.0010$), tearing (English, $p=0.0420$), headache (English, $p<0.001$), eye pain (English, $p<0.001$), photophobia (English, $p=0.0450$), eye strain (English, $p<0.001$) and blurred vision (English, $p<0.001$) (Tagalog, $p=0.0040$). Three terms, corresponding to three ophthalmic symptoms, dwindled during the COVID-19 pandemic - sore eyes (English), eye redness (English), and dry eyes (English).

Out of the 11 search terms that surged, only conjunctivitis is strongly and directly correlated with the COVID-19 cases, as shown in Table 1 and Figure 1a. Time-lag correlation for this symptom showed a strong correlation ($r > 0.60$) from 3 weeks to 1 week before the confirmed local COVID-19 cases. This is shown in Figure 1b, with the highest correlation happening at -3 weeks predating confirmed cases.

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Table 1

Results of the Linear Regression Analysis Between surged RSVs of Ophthalmic-related Search Terms and Normalized COVID-19 cases

Category	Ophthalmic Symptom	Search Term Language	Linear Regression Coefficient, β	r^2	p-value
More commonly reported possible ophthalmic symptoms of COVID-19, not reported in digital eye strain	Conjunctivitis	English	0.86	0.3501	**<0.001**
	Sore eyes	Tagalog	0.09	0.0041	0.654
More commonly reported possible symptoms of COVID-19, also associated with digital eye strain	Itchy eyes	English	-0.38	0.0837	**0.038**
		Tagalog	-0.41	0.0394	0.159
	Tearing	English	-0.05	0.0011	0.819
	Headache	English	-0.28	0.0182	0.341
Less commonly reported possible symptoms of COVID-19, also associated with digital eye strain	Eye pain	English	0.03	0.0004	0.884
	Photophobia	English	-0.25	0.0152	0.384
Exclusively symptoms of digital eye strain	Digital eye strain	English	0.24	0.0284	0.232
	Blurring of vision	English	0.13	0.0099	0.483
		Tagalog	0.08	0.0026	0.719

Figure 1.

Scatterplot and Correlogram for 'Conjunctivitis'.

A) Scatterplot visually plotting the high correlation of RSVs for conjunctivitis and COVID-19 cases.
B) Correlogram plotting in the x-axis the lag weeks while plotting in the y-axis the correlation coefficients of the RSVs of 'conjunctivitis' and Philippine COVID-19 cases.`
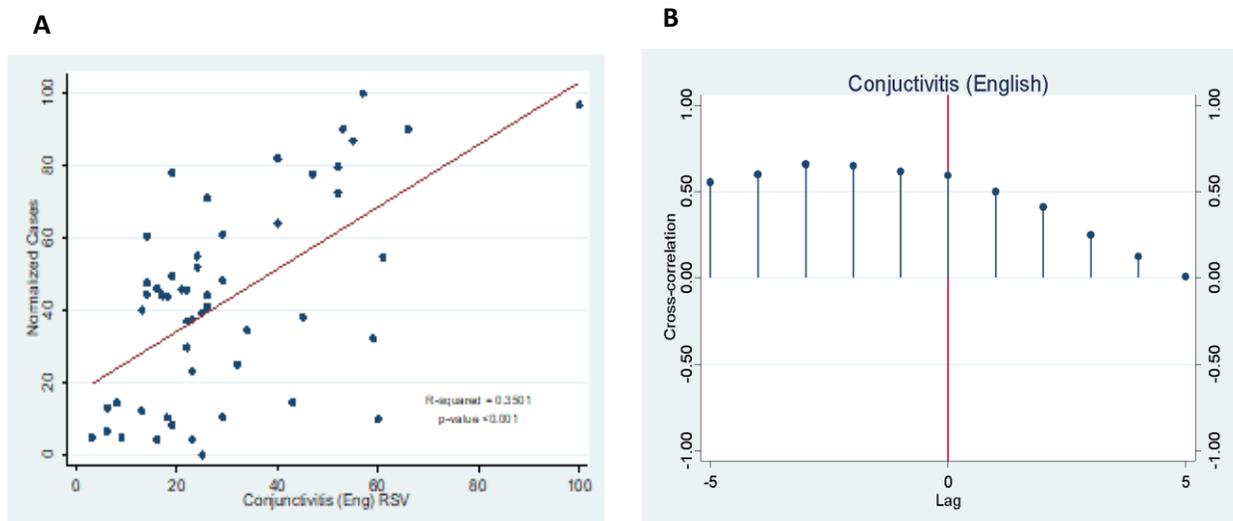
Conclusions

Online interest in nine ophthalmic symptoms being confirmed to have surged during the COVID-19 pandemic could implicate an increase in the manifestation of these symptoms, as suggested by Deiner et. al. (2019). Unlike Deiner et. al. (2019), however, the undocumented increased prevalence of digital eye strain is accounted for in this study, as its symptoms heavily overlap with those attributed to COVID-19 in literature. These surges then possibly suggest an increased prevalence for both digital eye strain and ophthalmic manifestations of COVID-19.

Search interest for conjunctivitis, with its exclusivity as a possible COVID-19 symptom not affected by the increased prevalence of digital eye strain, and with its standardization as a well-known medical diagnosis, can then be used to predict COVID-19 cases, even preceding the surges by as much as 3 weeks. This lag in the real cases is a reflection of the lapses in the monitoring of real-time COVID-19 cases in the country, further emphasizing the possible utilization of the search interest for this term in the prediction of breakout cases. As cited by Effenberger et. al. (2020), this utilization is limited however by the lack of standardized procedure in using data from Google Trends[TM] by Google itself, which is accounted for in this study by following the methodology framework of Mayragani & Ochoa (2019).

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Towards Stronger Local Government and Educational Institutions in Climate Change Impact Mitigation: A Policy Paper on Implementation and Fiscal Sustainability of the National Climate Change Adaptation Framework

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Introduction

Combatting the multifarious effects of climate change calls for strong institutions. Though this phenomenon is considered as a global concern, responses and efforts in mitigating its effects remain to be local i.e. at the hands of inidividual states. The Philippines being a party to several international conventions such as the United Nations Framework Convention on Climate Change (UNFCCC) with its legally binding document, the Kyoto Protocol, the Convention on Biological Diversity, the Asean Agreeement on Disaster Management and Emergency Response, and other international agreements and declarations, is duty-bound to integrate, as a matter of policy, strategies, programs, and projects to promote stabilization of greenhouse gas concentrations, maintaining healthy ecosystem, sustainable food production and economic development, among other things.

One of the responses of the Philippine Government to the Sustainable Development Goals set forth in this respect is the integration of state policies aiming for increased resilience of communities to the expected, albeit inevitable, effects of climate change. Indeed providing a legal framework for implementation of programs for climate change effects mitigation on one hand and minimizing contributory factors to it on the other hand is not just desirable but necessary. Be that as it may, warranted by the usual case in the Philippines, having set up the legal framework and policies to respond to the dictates and pronouncements of these international declarations and agreements is one thing and the manner to effectively and efficiently administer and actualize these programs is another. After more than a decade from the enactment or promulgation of the landmark policies of the country vis a vis climate change response, this study examined the idiosyncrasies of its actual integration in mainstream government programs.

As the survey of related literature suggests, both in the general concept of public administration and climate change mitigation, the imperative for devolution of roles and tasks in the aspects of program implementation, monitoring, and budgeting is needed if national policies in facing the challenges related to climate change is to be sustainable. As the integrated framework of the National Government shows and existing literature manifests, both the demands for adaptation and mitigation are concerns that needs to be addressed bottom-up. Climate change adaptation and mitigation necessitate localized sustainable strategies and community-based implementation of programs and projects since the effects of this phenomenon is subtly being felt in communities and local units.

It is in this line that this paper analyzed the existing implementation framework and the attached programs in mainstreaming the Climate Change Act of 2009, as amended by RA 10174 (People's Survival Fund Act of 2012), and RA 10121 (Philippine Disaster Risk Reduction and Management Act of 2010). It also explored the operative areas of program and project monitoring and implementation taking the lens of budget sustainability. The paper specifically examined the bilateral nature of the interventions and program development as elucidated in the framework i.e. national level and local level.

Methodology

Since this paper is a policy analysis paper, the researchers utilized the policy analytic framework developed by the United States' Health Department in 2013. As this framework recommends, the research critically examined both the overall policy directions and the implementation strategies of the existing government infrastructure in climate change mitigation. Though there are quite a number of areas that can be scrutinized in this topic, the research mainly focused on the three policy parameters i.e. legal framework, which includes the institutional structure that will operate the dictates of the law, actual program implementation and monitoring, and budget allocation. The paper tried to identify existing challenges and gaps in actualizing the main intent and the most salient features of policies related to the topic at hand. Subsequently, which is the most substantive part of the research, the paper offered policy development suggestions or recommendations based on the current study.

A triangulation approach had been used as methodology for this paper: documentary analysis, critical hermeneutics, and data validation. Primary sources such as Climate Change Act of 2009, People's Survival Fund Act of 2012, Philippine Disaster Risk Reduction Act of 2010 and their corresponding IRRs are examined using the framework earlier alluded coupled with critical hermeneutics to analyze the legal infrastructure on Climate Change. These Republic Acts had then been juxtaposed to official government issuances such as Department Orders and Joint Memorandum Circulars particularly of the three agencies on top of the implementation of the program (NCCC, DILG, DBM). Moreover, actual reports generated by these concerned agencies had been gathered and analyzed in producing the findings and subsequent recommendations.

Findings

As demonstrated by the constellations of laws, issuances, and frameworks that the Philippine Government promulgated, it has been found that the country was able to establish an institutionalized approach in responding to the demands and challenges brought about by climate change. This is manifested by the constellation of laws, promulgations, and issuances that form part the of the climate change adaptation and mitigation legal infrastructure and as reflected in the national climate change integrated framework of the Philippine Government.

However, careful examination of the legal infrastructure on climate change reveals some policy gaps and areas of improvements if a more sustainable and efficient translation to actual government programs and projects are to be implemented. Some of the most significant findings in this respect are as follows:

1. The mechanism on monitoring of local government's climate change adaptation plans is only limited to compliance, the substantive and technical aspects are most of the time not being emphasized;

2. Absence of tagging and monitoring of the implementation of the local government plans and the updating of completion of the actual government programs and projects;

3. No dedicated person and office from local government units that will plan (updating if necessary), monitor, and implement the programs and projects of their respective local units;

4. With the demands of disaster management and response to every local government units into where climate change adaptation and mitigation get its budget share, the budget allocation for special projects for climate change mitigation is not highlighted let alone given proper prioritization;

5. Budget tagging for the projects in line with climate change is not sufficient to put the plans into reality;

6. No provision in the law that will oblige subnational government agencies to actualize the rationale of climate change adaptation and mitigation, hence, the implementation of the national plan is being compromised;

7. There is no actual operationalization of the inclusion of the academic community to the national climate change adaptation strategy, something that can be developed if the effort of the government is to be multisectoral and proactive.

Conclusion

Based on the foregoing major findings, the paper elucidated policy recommendations that are hoped to restrengthen the Philippine's efforts to adapt to international demands of climate change response. The recommendations are also developed within the purview of program sustainability viewed in the lenses of program implementation, fiscal sustainability, and legal basis. However,

as the title of this research aptly indicates, the focus of these policy recommendations is within the area of local government and educational institutions; after all, the call of the paper for stronger institutions is clearly on these areas. Without elaborating the specificities, it is clearly demonstrated that there is an imperative for devolution to the conduct of program implementation among Local Government Units in the country. This devolution must be carried out with proper support coming from the national agencies both in terms of technical capacities, budgetary imperatives, and organizational establishment. Moreover and as earlier alluded, for the programs and projects to be more proactive, the paper also recommends wider participation from educational institutions that cuts across the areas of curriculum, instruction, and sharing of expertise in climate change mitigation and adaptation.

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"Humanizing the Indios"
Early Spanish Missionaries' Struggles for Natives' Dignity: Influences and Impact in 16th Century Philippines

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The year 2021 marks the 500 years of Christianity in the Philippines where the *Catholic Bishops' Conference of the Philippines* led its celebration with a theme, "*Gifted to Give*". (CBCP, 2021). This move is to inspire Filipino Catholics to continue the works of evangelization and the promotion of the Good News of Christ in the islands. The government for its part viewed the event in a different slant giving emphasis to the heroic acts of our ancestors along with their generosity to help the lost foreign voyagers to survive. It also includes their courage to defend the land for the invaders, Thus, the theme the State applied is, "*Victory and Humanity*". By virtue of the Executive Order No. 55, the National Quincentennial Committee (NQC) was formed to take charge, and ensure the meaningful commemoration. (Malacanang Official Gazette, 2018).

However, it should be emphasized also that as the Spaniards unfolded their plans in the islands, their presence has both having the two sides: evangelization and colonization. The role of the early missionaries at the time of Spanish early settlement cannot be simply underestimated since it deserves proper recognition having defended the natives against any form of abuses and

dehumanization. Although the image of the friars was tainted during the Propaganda period where they were portrayed to be cruel managers of the pueblo, *fray botod* in the language of Graciano Lope Jaena, and hypocrite ruthless beings in Rizal's novels, the fact remains that there were early missionaries who "*humanized*" the natives in the way they were seen as a human being, the manner they were treated and formed. The goal of this paper is to bring out that reality how early missionaries in the 16th century struggled "humanized" the natives through the defense of their dignity and rights, and how it is relevant in presenting a larger picture of their role and impact in the nation's history.

The early missionaries composed of religious congregations from the Order of Preachers (Dominicans), Order of St. Augustine (Augustinians), Order of the Friar Minors (Franciscans), Society of Jesus (Jesuits) and the Order of Augustinian Recollects (Recoletos) carried with them the zeal to bring the message of Christ to the islands. Their evangelization work was never easy since they have to grapple with their *conquistador* companions who promoted the acts of colonization. Their area of contact is also their point of friction since they have different interests and ideologies. The missionaries were heavily influenced by Fray Bartolome de las Casas (1474-1566), a human rights defender of the Indians who cried the dehumanizing treatment of the natives stating that Spanish *conquistadores* "*for forty years continue to tear them into pieces, kill, oppress, afflict, torment and destroy them, with unheard of, strange, new and never seen, read, heard ways of cruelty*" (Las Casas, 1954: 17-19).

The first struggle to humanize the natives are seen in the debates about their nature, if they are meant for servitude, and considered to be full human being. The King of Spain and the Spanish Royal Court has the tendency to favor the side of Las Casas reflected in the formulations of its laws and precepts including the prohibition of slavery and any form of abuses.

The major Spanish legislations that firmed up the position to humanize the Indians: The 1512 Laws of Burgos, The 1542 New Laws, the 1556 Ynstruccion, and the 1573 Ordinances. These laws were sites of power when it was implemented in the New World, and when it arrived to the Philippines, the conflict between the sides of conquistadores and missionaries escalated.

Indeed, realities in the field was far from ideal versus the laws stipulated in the Spanish Crown. The *conquistadores* and *encomenderos* saw the exploitation of human resources as a way to reward themselves from the long struggles to arrive the island, and the hard work they invested. The situation having missionaries defending the rights of the Indians provided narratives and discourses about resistance, accommodation, compromise or even connivance among stakeholders at that time. Using Emile Durkheim's organic solidarity and concept of anomie, the paper examines the dynamics of how early missionaries in the 16th century Philippines fight with the conquistadores whose actions were directed to amass wealth in exchange for their hard work. With such breakdown and blurring scenarios in treating the natives the organic solidarity to maintain a harmonious balance waned and degenerated. This resulted to a dysfunctional atmosphere which was in complete contradictions of the Spanish Laws to protect the *indios* and the spirit of evangelization. Early churchmen capitalized King Philip II's attitude to provide the space for debate and listen to their stories of struggles and victories.

Religious missionaries who arrived the islands in the 16th century advocated to defend the dignity of the natives to be full human being and not half animal or beasts along with its subsequent rights. In the 500-year commemoration of Christianity in the Philippines (1521-2021), this is worth the celebration to keep the spirit of those who fought for justice and humanity.

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Sustainable Human Resource Practices and Framework in Philippine State Universities and Colleges (SUCs)

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Introduction

SHRM is a concept in the industry emphasizing a person-centered approach. The longterm engagement of employees and a sense of loyalty to one's employer is a critical component of this approach to human resources management. Using the "soft approach," the purpose of human resource management is to create suitable financial results while simultaneously cultivating a positive "employer-employee relationship." Research has found that a soft approach is effective in keeping employees for a longer period of time and inspiring them to share knowledge, operate more effectively, act with passion and devotion, as well as to provide innovative solutions that help the company achieve its objectives (Ogbeibu et al., 2018; Kim and Shin, 2019; Meier et al., 2019).

At the 2015 United Nations Sustainable Growth Summit, the Sustainable Development Objectives (SDGs) were formally adopted. The SDGs consist of 17 goals that must be achieved by 2030 to eradicate poverty, eliminate inequality, and battle climate change, among other things. Workers and work environments are only mentioned in relation to the eighth Sustainable Development Goal (decent employment and job creation). Still, many of the other goals, particularly those affecting

the public sector and educational institutions, are likely to impact employees and work environments in some way. (Baum et al., 2016; Aminudin, 2013; App & Büttgen, 2016).

Given the importance of Sustainable Human Resource Management, the researchers observed the lack of existing scholarly literature about sustainable human resource practices in the Philippine Context, particularly in the government sector in the setting of State Universities and Colleges. Thus, this paper is a ground-breaking investigation that aims to comprehend current human resource practices, to examine the vital underlying factors that influence them, and develop a holistic and integrated model of human resource management that considers changes in the social and economic environment, as well as the demographic profile of the workforce in SUCs. The suggested model serves as a guide for enhancing human resource practices and human capital development and for achieving sustainable human resource planning in the Philippine public sector.

Methodology

We employed a qualitative approach in exploring the perception of employees with regards to the emerging key issues related to HR practices and management in the Philippine SUCs. Likewise, this research is subjective, individualistic, and contextual in nature. Moreover, we conducted this exploratory research to determine the factors affecting employee retention and assess the prevailing HR practices in the SUCs. The respondents were purposively selected based on their profile in terms of age, gender, employment status, nature of work, and number of years working in the SUC. Valid data from 30 respondents in the managerial, supervisory, and rank and file positions of two SUCs were obtained for this research. We conducted a combination of indepth virtual and face-to-face interview with the respondents based on their availability and preference. Some respondents were also allowed to accomplish the interview guide on their own and questions and clarifications were accommodated when necessary. The research instrument was adapted from Chan, Stephen, and Kele (2021). Qualitative data were collected using personal interviews with all the respondents with the intention of gauging their knowledge and to assess their assumption, perception, and motivation regarding the appropriate variables to be incorporated in the framework. The interview took place virtually and in face to face. Interview protocol was used in each interview session to guide the discussions. Thereafter, after the initial introduction on the

purpose of the study to the respondents, the researcher posed the questions according to the employees' functions which were rank and file, supervisorial or managerial.

Findings

The key emerging issues related to HRM practices and management according to the perception of employees in the managerial and supervisory function of SUCs. In the managerial level, it shows that the emerging key issues are in terms of career advancement, career development, and working environment. On the other hand, the emerging key issues in the supervisory level were career advancement, career development, and productivity. Comparing the two functions, we can presume that the issues on work environment is more of a concern of the managers while productivity is more considered as an issue by the supervisors.

We developed our proposed HRM framework for Philippine SUCs by determining the themes based on our research objectives. Major themes were extracted and coded to come am with the final variables in the model or framework. The finalized themes were used to develop a new sustainable HRM framework that is employee and organization-focused (resource-based) and is not according to HRM functions and roles. The proposed framework supports both the perception of the employees and the organization which makes it relevant to the human resource demographics of the SUCs.

Conclusion

In this research, we achieved our objectives of determining the emerging key issues affecting HR practices and management and of proposing a sustainable HR framework for the Philippine SUCs. The emerging issues were identified from the managerial and supervisory functions in one state university and one state college in the Philippines. We conclude that managers are more concerned about work environment while supervisors give more importance to productivity.

Our study revealed some potential improvement suggestions both from the managerial and supervisory perspective. As part of the new HRM policies, a more transparent and fair selection and promotion scheme should be considered as it affects employee motivation and retention in the SUCs. If already existing, professional development programs may further be enhanced or

innovated to provide more opportunities for career advancement and development. It is also good that employees are well-represented in the organization by engaging and allowing them to participate in planning and decision-making process. It is very important to have a humanistic and sustainable HR practices that will encourage and foster employee happiness, organizational commitment, and an organization's long-term viability that are essential in today's HR environment. Hence, concerns for the well-being and dignity of employees should be taken into consideration in crafting HR policies. Moreover, it is important to ensure that HRM practices are embedded in the policy of the organization as it will include employees and resources.

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A Research on HR Sustainability Practices in a Retail Company

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Introduction

HR influences employee turnover, satisfaction, commitment, and performance. These factors help the company to achieve sustainability in the long term. Mishra et al. (2013) indicated five outcomes from sustainability efforts: boosted morale, business process improvement, strong image, and commitment. Corporate human sustainability thus is the firm's effort in developing its employees, creating a just, equitable, and healthy workplace while contributing to the community's welfare (Benn et al., 2003).

This paper analyzes the current HR practices of one of the leading grocery retailers in the Philippines and critical issues affecting the company. This research will try to answer the following research questions: What is the current HR model of a grocery retail company in the Philippines? What are the current issues a grocery retail company faces in the Philippines? And what is a sustainable HR model fit for a grocery retail company in the Philippines? This study aims to illustrate the HR model of a grocery retail company and to identify common issues raised by employees working in this industry. The paper proposes a model addressing the problems gathered.

The findings of this study would benefit retail companies in the Philippines and HR practitioners in keeping employees engaged through sustainable HR practices. The study would also help identify issues that affect HR practices in the retail industry. The study would also help retail companies identify the employee needs and identify a suitable HR sustainability framework that would best fit their operational requirements.

Methodology

The researchers collected data via qualitative surveys amongst 40 employees of one of the leading grocery retailers in the Philippines. To validate the data, the researchers did an in-depth interview among three employees and did non-participant observation in the retailer's workplace.

This research adapts Zuagg et al.'s (2001) study to develop the operational framework, as shown in Figure 2. This paper suggests two components of sustainable HRM: the individual and the firm. For the individual, the aspects of sustainable HRM include employability, individual responsibility, and work-life balance. For the firm, it consists of the following elements: strategies/ objectives, culture/ attitude/ values and processes/ structure. The double-headed arrows represent a relationship between the two variables that arise from their reciprocal causation.

Figure 1.

Operational Framework

INDIVIDUAL

| EMPLOYABILITY |
| INDIVIDUAL RESPONSIBILITY |
| WORK LIFE BALANCE |

FIRM

| SRATEGIES/ OBJECTIVE |
| CULTURE/ ATTITUDE/ VALUES |
| PROCESS/ STRUCTURE |

Findings

The study identified issues that affect HR practices in the retail industry. The problems identified are the following: weak accountability, working beyond the scope of work, frequent changes in the company directed by upper management, unclear career paths, functioning for a higher role but not being adequately compensated, employees working on skeletal schedules, and long working hours due to heavy workload. The problems identified affected the morale of employees.

Conclusion

The researchers proposed a new model of sustainable human resources fit for the grocery retail industry, addressing the identified issues from the study. This study emphasizes the importance of keeping employees engaged through sustainable HR practices. Grocery retail organizations can remain sustainable and profitable if their employees are well engaged and well-motivated.

Figure 2.

Proposed Framework for Sustainable Human Resource Management for a Retail Company in the Philippines
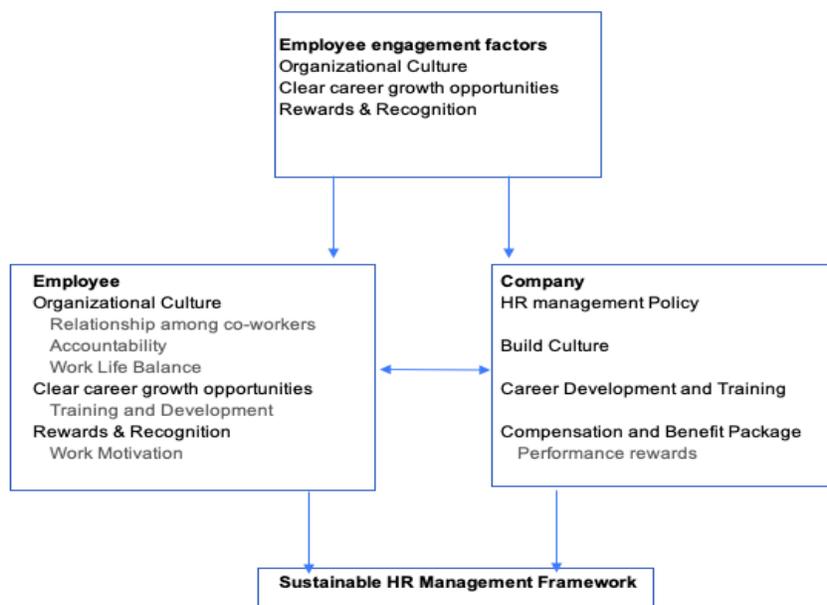
A combination of quantitative and qualitative data collection from respondents can be adopted for this study. Considering factors like demographic situations, government policies, and technological improvements from quantitative methods can also expand sustainable HRM practices. Future studies can adopt other HR-related theories like Herzberg's theory or Maslow's theory. These suggested frameworks might reveal new findings in sustainable HRM practices.

Furthermore, future studies can cover all other retail companies in the Philippines to verify the results and validate the proposed framework of the study. Lastly, it is also highly recommended to do further study on the FMCG manufacturers known to be the partners of the FMCG retail companies. In this recommendation, it can be further studied how both companies co-relate with each other.

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The Role of Sustainable Human Resource Practices on Employees' Intention to Stay

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Introduction

Factors such as a surge in temporary work and numerous downsizings because of the pandemic's effect, the labor market is becoming increasingly unstable. In a fast-changing environment and continuing competitive pressure in the business sector, retaining the best talent has become a critical problem in human resource management (HRM). Workers are said to leave the organization if they are dissatisfied with certain aspects of the company. Employees quit for a variety of reasons (Branham, 2005) such as lack of recognition, low compensation, unfulfilling occupations, and limited career progression, among others. All the issues are closely related to sustainable HRM practices at the employee level, and thus a thorough understanding of the relationship between sustainable HRM practices and employees' intent to stay will aid organizations in making the best decisions for achieving business goals while preserving a cost-effective or optimal level of resources.

The relevance of sustainability in the HRM function has recently been determined important to act as an impetus for solutions and direction from an organization's HR departments. Since the company's performance including the attainment of its sustainable goals is based first and foremost

on its employees (Piwowar-Sulej, 2021), it's worthwhile to examine the fundamental elements of sustainable HRM at the individual level. Among the employees of the company, the authors intend to answer the research problem: What is the impact of sustainable HRM on employees' intention to stay? This paper focuses on the sustainable HRM practices of Condi Company as the subject of this paper and how they relate to employees' intent to stay in the firm.

Methodology

To investigate the influence of sustainable HRM at the individual level and the employees' intention to stay, the authors used the conceptual model of Zaugg et al., (2009) to study the organization. According to this model, sustainability in HRM is defined as improving employability, encouraging individual responsibility, and ensuring a healthy work-life balance. The study employed a descriptive-correlational research design using Pearson correlation and multiple linear regression to test the identified hypotheses. Questionnaires were distributed amongst a sample of 63 employees of a fast-moving consumer good company chosen through the purposive sampling technique.

This study is structured as follows. First, the authors examine sustainable HRM based on theories that stem from various fields. Second, the present study explores the role of sustainable HRM at an individual level using the dimensions of employability, personal responsibility, and work-life balance in explaining employees' intention to stay in the organization. Questionnaires were drawn from Esfahani, et al. (2016) to measure sustainable HRM, and intention to stay was taken from Kim & Ausar (2018). Third, conducting regression analysis to investigate if sustainable HRM practices predict employees' intention to stay. The last part is to recommend retention strategies for the company, where respondents were asked to write personal experiences and observations of human resource (HR) practices encountered while working in the company. This part of the instrument was the basis for the direction for managing and retaining the employees.

The distribution of the questionnaire was conducted online and sent to the employees via email for one month. A total of 110 questionnaires were delivered to the target respondents, and 63 were completed with a response rate of 57%. The researchers used Statistical Package for the Social Sciences version 26 to perform statistical analysis.

Cronbach's coefficient alphas for each dimension were used to assess the internal consistency reliability of the instruments used in the study. The result shows that employability (0.935), personal responsibility (0.736), work-life balance (0.715), and intention to stay (0.816) satisfied the criterion for reliability test exhibiting greater than 0.70 results (Fornell & Larcker, 1981).

Findings

The results show that majority of participants that take part in the survey are male employees in their 31 to 40 age group and working for 16 to 20 years in the company. In addition, most of the participants are working as rank-and-file employees. The descriptive statistics showed that all aspects of sustainable human resource management and intention to stay get similar weight value with a verbal interpretation of High, employability being the highest, and work-life balance being the least among the four.

Table 1.

Overall Descriptive Statistics of the Variables

	N	Mean	Standard Deviation	Interpretation
Employability	63	3.970	0.488	High
Personal Responsibility	63	3.737	0.475	High
Work-Life Balance	63	3.495	0.418	High
Intention to Stay	63	3.500	0.751	High

Verbal Interpretation: Very Low – 1.00 to 1.80; Low – 1.81 to 2.60; Moderate – 2.61 to 3.40; High – 3.41 to 4.20; and Very High – 4.21 to 5.00.

The values for the variables must first be determined to see if they are normally distributed. Since the sample size is relatively small, the researchers test the normality using Shapiro-Wilk to determine the most appropriate measure of relationship to be used. The result indicates that the sample distributions are all significant with employability (0.131), personal responsibility (0.127), work-life balance (0.688), and intention to stay (0.138) which all show ($p > 0.05$) thus, the data are considered normally distributed (Mishra, et al., 2019). Therefore, the most appropriate test of relationship to use is the parametric Pearson correlation.

Analysis of the data revealed that only employability is correlated with an employee's intention to stay. The correlation coefficients were positive indicating that as employability increases, intention to stay also rises. The results indicated that personal responsibility and work-life balance had no impact on the intention to stay. One probable explanation for this is that employees did not value work-life balance in their jobs since most of them are rank and file employees and bear no substantial responsibility in work. Therefore, they do not value work-life balance as emphasized by their current employers, and this issue did not influence their decision to stay.

Table 2.

Relationship of Sustainable HRM and Intention to Stay

	Employability	Personal Responsibility	Work-Life Balance
Intention to Stay			
Pearson Correlation	.415[**]	.107	.027
Sig. (2-tailed)	.001	.405	.835

[**]*Correlation is significant at the 0.01 level (2-talied). N = 63*

Analysis of the data presented in the table below revealed that only employability ($\beta = .612$, $p < 0.5$) acts as a predictor of an employee's intention to stay. This shows that for every 1 unit increase in employability it leads to a 0.941 increase in employees' intention to stay. The r-square signifies that about 22% of the variability of employees' intention to stay can be explained by employability. The big chunk that covers 78% can be explained by other variables. Further, of the three dimensions in sustainable HRM practices, only employability is the significant predictor of intention to stay. This indicates that when employees value the level of employability in the company, they consider staying in the organization, thus increasing retention intention.

Table 3.

Results of Regression Analysis Predicting Employees' Intention to Stay

	Unstandardized β Coefficient	Standardized Beta Coefficient	p-value	R^2
1 (Constant)	1.735		.046	
Employability	.941	.612	.000	.225
Personal Responsibility	- .390	- .246	.162	
Work-Life Balance	- .147	- .082	.574	

Note: Intention to Stay is the Dependent Variable

Conclusion

Among the three components of sustainable HRM only employability has a positive impact and influence on employees' intent to stay. The HR department must give importance to employability which led to affecting intent to stay. Furthermore, employees' accountability and work-life balance should be given equal weight importance to augment sustainable HRM practices of the company. This implies that when workers regard the company's employability, they are more likely to stay with it, improving employees' loyalty and intent to stay.

To strengthen retaining talents and reinforce the practice of sustainable HRM, the company must create strategic HRM plans that center on increasing employability, enhancing individual responsibility, and harmonizing work-life balance through employee empowerment, engagement, and enhancement. Hence, the direction to managing the retention of employees must revolve around the identified approaches. Bester et al., (2012) findings show that providing employee empowerment may result in positive work experiences, which can enhance employee engagement and retention. A higher level of workplace well-being will be reflected in a stronger desire to stay with the company (Sofia, 2021). The HR department can encourage employee engagement at work by focusing on high-impact learning, performance, and transformation (Berry & Morris, 2008).

The reasons that influenced employees' decision to stay are specific and limited to those who work in the country. Additionally, this study was conducted from a targeted company and was confined

to only one firm site with a small sample size. Furthermore, because the researchers did not examine the factors why employees stay, the whole employment experience is a restricted dimension in this study.

This research has set the way for future research in various areas. A comparison of the different industry sectors would be extremely useful in understanding the elements that influence individuals' intentions to stay in various work settings. In addition, investigating the relationship between sustainable HRM and intent to stay based on demographic characteristics being a moderator or for comparative study. Other sustainable HRM factors should be considered in future research when predicting the intention to stay in the organization.

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Effects of Work from Home Arrangement on Company ABC Employees' Mental Well-being

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Introduction

Work from home arrangements as a "new way of working" during this time of the COVID-19 pandemic has affected the mental well-being of employees with no prior remote work experience (Galanti et al., 2021). The COVOD-19 pandemic has caused workers and employers to switch suddenly to remote work for the first time and without any preparation and workers were advised to work from home (WFH) full time.

The sudden shift to telecommuting specifically WFH arrangements due to the COVID-19 pandemic has been a source of anxiety and stress among the population (Galanti et al., 2021). According to Kanekar and Sharma (2020), the mandates for social distancing and infection control measures, the growing importance of managing mental well-being practices cannot be disregarded.

While there are benefits to WFH, negative aspects of full-time WFH were likewise mentioned in the literature. According to Xiao et al. (2021), one ill-effect of WFH is that employees do not have the chance to socialize and may have limited movement. Vague work-life boundaries can make it difficult to detach mentally from work which increases stress and anxiety (Vander et al., 2017).

Working in a location that is not structured for work can lead to unsatisfactory Indoor Environmental Quality (IEQ) conditions which have detrimental effects on mental well-being (Xiao et al., 2021).

Based on the literature gathered, this study answered the question, what are the effects of WFH arrangements on Company ABC employees' mental well-being? The study achieved the following objectives of identifying the relationship between (1) WFH arrangement and the impact that distracting environment has on Company ABC employees during the pandemic (Galanti et al., 2021), (2) WFH arrangement and Company ABC employees' optimism, relaxation, clarity of thought, self-acceptance, competence, and autonomy (Tusl et al., 2021), (3) WFH arrangement and Company ABC employees' depression, anxiety, and stress levels (Sutarto et al., 2021), and (4) WFH arrangement and Company ABC employees' varying degrees of mental well-being (Xiao, 2021).

Methodology

The researcher adopted the Galanti et al. (2021) and Lukasz (2020) concept of describing the WFH arrangement experience which is by measuring the impacts the distracting environment has on employees during the pandemic. For the positive effect of WFH, the study of Tusl et al. (2021) was adopted which uses the 5-item World Health Organization Well-Being Index (WHO-5) to assess the five positive benefits of WFH arrangement on mental well-being: optimism, relaxation, clarity of thought, self-acceptance, competence, and autonomy. The negative effects of WFH arrangement on mental well-being (depression, anxiety, and stress) are based on the study of Lovibond & Lovibond (1995) on the structure of negative emotional state using the Depression Anxiety Stress Scales (DASS) as cited by Sutarto et al. (2021).

Deduced from the adopted concepts, the hypothesis stated that there is no relationship between (1) WFH arrangement and the impact that distracting environment has on employees during the pandemic (Galanti et al., 2021), (2) WFH arrangement and employees' optimism, relaxation, clarity of thought, self-acceptance, competence, and autonomy (Tusl et al., 2021), (3) WFH and employees' depression, anxiety, and stress levels (Sutarto et al., 2021), WFH arrangement and employees' varying degrees of mental well-being (Xiao, 2021).

The researcher used a correlational research design that determined the relationship of WFH arrangement to the mental well-being of the employees of a private company in San Pablo Laguna. Primary data were collected from the employees who shifted to WFH when the pandemic started. All of them have administrative nature of work and experienced WFH arrangements for the first time.

The survey form was placed in a google form and the link was emailed to the fifty-two administrative employees. They were allowed to answer from February 4, 2022, to February 9, 2022. The instrument used for this study for the independent variable consists of five items developed by Lee and Brand (2005) as cited by Galanti et al. (2021). The instruments used for this study for the dependent variable are the WHO-5 Well-being Index for the positive effects of WFH arrangement on the employees of Company ABC and the Depression, Anxiety, and Stress Scale - 21 Items (DASS-21) for the negative effects.

Findings

Cronbach alpha was performed for each of the variables using Jamovi. The descriptive, mean, median, mode, standard deviation, skewness, and kurtosis were processed using Jamovi. Linear regression was performed for the relationship of the independent variable WFH and the independent variable mental well-being both positive and negative effects.

Figure 1.

Positive Effects on Mental well-being:

Model Fit Measures

				Overall Model Test			
Model	R	R²	Adjusted R²	F	df1	df2	P
1	0.321	0.103	0.0807	4.60	1	40	0.038

Model Coefficients - ave_PE

	95% Confidence Interval		95% Confidence Interval

Model Fit Measures

Model	R	R²	Adjusted R²	F	df1	df2	P			
					Overall Model Test						

Predictor	Estimate	SE	Lower	Upper	T	P	Stand. Estimate	Lower	Upper
Intercept	3.548	0.330	2.88	4.2153	10.75	< .001			
ave_DWE124	-0.573	0.267	-1.11	-0.0329	-2.14	0.038	-0.321	-0.624	-0.0184

The table is showed that distracting work environment has very weak to no evidence relating to the positive effects of WFH on the mental well-being of the Company ABC employees. This is indicated by the lower and upper limits of intervals. The DWE accounts for 8.07% to 16.7% of the changes in PE and the Model p-value is less than .05 which can be explained by the small sample size that was used for this study.

Figure 2.

Negative Effects on Mental well-being:

Model Fit Measures

Model	R	R²	Adjusted R²	F	df1	df2	P
				Overall Model Test			
1	0.513	0.263	0.244	14.3	1	40	< .001

Model Coefficients - ave_DAS

Predictor	Estimate	SE	95% Confidence Interval		T	P	Stand. Estimate	95% Confidence Interval	
			Lower	Upper				Lower	Upper
Intercept	0.101	0.166	-0.235	0.437	0.608	0.547			
ave_DWE124	0.508	0.135	0.236	0.780	3.777	< .001	0.513	0.238	0.787

The table is showed that distracting work environment has significant effects on the negative effects of WFH on the mental well-being of the Company ABC employees. This is indicated by the lower and upper limits of intervals. The DWE accounts for 24.4% to 26.3% of the changes in DAS and the Model p-value is less than .05 which can be explained by the small sample size that was used for this study.

Conclusion

This study presented the correlation between work from home and its positive and negative effects on the mental well-being of Company ABC employees. The results of the study showed a weak (close to insignificant) relationship between the distractive workplace environment to the positive effects of WFH on mental well-being and a strong relationship between the distractive workplace environment to the negative effects of WFH on the mental well-being of the Company ABC employees. Although the relationship between WFH and its positive effects on mental well-being is weak, it still indicates that a distractive workplace environment has both positive and negative effects on the mental well-being of the employees. This study explored the relationship between work from home and its positive and negative effects on the mental well-being of Company ABC employees for the benefit of both the employees and the organization. A distractive workplace environment affects the mental well-being of employees who are in a work from home arrangement.

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Multidimensional Inquiry on the Tendency of Employee to Stay: An OFW Experience in Qatar for Human Resource Sustainability Framework

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Introduction

Workplace motivation, or the motivation of employees to stay in the workplace, is one of the most important concepts to understand for any human resource department (HRD). The better understanding the HRD has on what motivates its employees, the more they can develop programs and strategies that lowers attrition rates and motivates employees to perform better at work (Frye, et.al., 2008). It is no wonder why many modern organizations have adapted different strategies to keep the morale and the enthusiasm of their employees at high levels or have created programs that trains and develops the skills of the employees to do better at their tasks, or just to make the workplace a better place to be (Dobbs, 2001; Luecke, 2002). However, this movement in the workplace does not necessarily follow for migrant workers, like the overseas Filipino workers (OFW).

The primary motivation of migrant labor is better salary (Hussein et.al., 2011, Halpin, 2015), followed by better opportunities and better quality of life (Dobbs, 2001, Tharenou, 2008, Hussein, et.al, 2011). Typically, money earned through salary is siphoned back to the source countries to help family members with financial burdens, debts, or medical bills (McDowell et.al., 2008).

When the financial obligations to the family back home have been met, the needs of the migrant workers usually evolve to include more complex concept like job security, investments, travel goals or better quality of life (Dobbs, 2001, Nolan & Morley, 2014).

The promise of good salary and better future outweighs the decision to put on hold the pursuit of employment due to cultural differences, uncertainties in the market, and separation from the family, these issues eventually find their way to the discussion table involving workplace attrition (Piore, 1979, Tharenou, 2008; Nolan & Morley, 2014). In other forms of employment, particularly domestic employments, the attrition rate is typically high and the reasons commonly cited for this phenomena include low salary rates, lack of opportunities for growth and development, unhealthy work environments, and lack of work-life balance (Tippet & Kluvers, 2009, Stimpfel et.al., 2012, Kshirsagar & Waghale, 2014). The attrition rate is particularly high because the employees are familiar with domestic environment and thus can easily discern if they are being treated fairly, paid at competitive rates, or are being abused (Sverke et.al., 2006). Also the availability of other options makes it easy for them to transition from one employer to the next, contributing to the higher attrition rates (Scott, 2013). Such option is not readily available for most of OFWs.

There are more than 11 million OFWs in 2019 (POEA, 2019), contributing to about $30 billion in cash remittances (BSP, 2021). A significant number of the OFW are found in the Middle East, a region that has been identified as the most distressing destination for any OFW because of the gross violations of human and labour rights (Olea, 2008). In Qatar alone, there are about 240,000 OFW making it the fifth largest group of foreign workers after the Indians, Bangladeshis, Nepalis, and Egyptians (Snoj, 2019). A workforce this big contributes to the economic development of their host country. Any human development programs aimed at meeting the needs and welfare of the OFW in Doha and elsewhere could have significant positive impact on the performance of the OFW at their work which will then translate to positive economic output for the host country. At this point, the need to understand OFW motivation to keep up with work becomes very important. The reason for this is the paper would be able to help the government negotiate deals pertaining OFW conditions all over the world with data-backed research on how the OFW can be integral members of the workforce if the right motivation is provided.

Methodology

The study's participants in Doha, Qatar were chosen using convenience sampling. To ensure data quality, the researchers pilot tested the questionnaire with 15 subjects to determine its understandability and usability prior to final adaptation. Respondents were identified using the following screening criteria: Participant must have worked for the company for at least one year and be a non-Qatari national. After removing outliers from the data, a total of 61 individuals were analyzed.

The sample size required to test a structural model was determined using the inverse square root and gamma exponential methods. By taking the inverse square root of the sample size, the inverse square root method estimates standard error. On the other hand, the gamma exponential method estimates standard error using gamma and exponential smoothing function corrections. The inverse square and gamma exponential methods both simulate Monte Carlo experiments and produce identical estimates as the Monte Carlo method (Kock & Hadaya, 2018). Due to the fact that the inverse square root method occasionally overestimates the minimum sample size required, both results must be reported to ensure that the study achieves a power level greater than the minimum required (Kock, 2017).

The following sample sizes are required with a minimum absolute significant path coefficient of 0.32 in the structural model, a significance level of 0.05, and a statistical power level of .80: The gamma exponential method is represented by 47, and the inverse square root method is represented by 61. (see Figure 1). Minimum sample sizes of 47–61 is required; thus, the actual sample size of 155 is sufficient to adequately explain the structural model's results. Both tests were conducted using Warp pls version 7.0 statistical computer software.

The results of the mediation model indicate that the minimum absolute significant path coefficient is 0.32. A statistical power level of 0.8 indicates an extremely low probability of making a Type II error. Statistical power of 0.8 is generally regarded as a satisfactory level of power (Kock & Hadaya, 2018). The study's use of 61 samples provides sufficient evidence that the structural model's results are highly acceptable.

A quantitative research design was used in this study. Additionally, a causal approach was used to quantify the relationships between six hypothesized dimensions of employee retention (peers, salary and benefits, job security, work-life balance, work environment, and career growth & fulfillment) and an employee's proclivity to stay with the company.

Partial least squares – structural equation modeling (PLS-SEM) with WarpPLSEM statistical software was used to estimate the parameters of the mediation model. PLS-SEM is a variancebased estimation technique (Reinartz, Haenlein, & Henseler, 2009) that is used to assess the reliability and validity of constructs as well as to estimate the relationships between these measures (Barroso, Carrion, & Roldan, 2010).

Findings

PLS-SEM was used to examine the relationships between seven variables:

In PLS-SEM, the path model is evaluated in two stages (Hulland, 1999). The first phase involves evaluating the measurement model. This phase assesses the variables' reliability and validity. The second phase consists of evaluating the structural model, which analyzes the hypothesized relationships between variables (Hulland, 1999; Dimaunahan & Amora, 2016).

Table 1

Model fit and Quality Indices

Indices	Coefficient
APC	0.190, P=0.030
ARS	0.710, P<0.001
ARRS	0.677, P<0.001
AVIF	2.964
AFVIF	3.072
Tenenhaus GoF	0.744

Model Fit and Quality Indices

Table 1 shows the model fit coefficients and quality indices for the structural equation model. Overall, the results show that the SEM estimates are within an acceptable range.

The p-values of the average path coefficient (APC), average R-squared (ARS), an average adjusted Rsquared (AARS) must be equal to or less than 0.05 for the model to be acceptable. The recommended value for average block VIF (AVIF) and average full collinearity VIF (AFVIF) indices is 3.3 or less (Kock, 2017). In terms of Tenenhaus goodness of fit (GoF), an index that measures the model's explanatory power (Kock, 2017), the following thresholds are used: small if equal to or greater than 0.1, medium if equal to or greater than 0.25, and large if equal to or greater than 0.36. (Wetzels, Odekerken-Schroder, & van Oppen, 2009; Kock, 2017). The GoF is defined as the square root of the product of the average communality index and the ARS (Tenenhaus, Vinzi, Chatelin, & Lauro, 2005). The fit and quality indices of the model are within acceptable ranges, as shown in Table 1.

To evaluate the measurement model, the results of convergent and discriminant reliability and validity tests were analyzed. The construct reliability assessment enables the examination of a reflective item or set of items in relation to the construct being measured (Straub, Boudreau, & Gefen, 2004; Roldan & SanchezFranco, 2012). Typically, construct reliability is determined using composite reliability and Cronbach's alpha (Roldan & Sanchez-Franco, 2012; Kock, 2017). The composite reliability (CR) and Cronbach's alpha (CA) values must be equal to or greater than 0.7 to indicate high reliability. (Bernstein, Nunnally, & Nunnally, 1994)

The construct reliability criterion was met by the variable's peers, salary and benefits, job security, worklife balance, work environment, and career growth and job fulfillment. Convergent validity, on the other hand, evaluates the quality of a research instrument's set of items or question statements. This means that participants comprehend the items or question-statements contained within each construct in the same way that the items or question-statements were intended to be comprehended by their researcher (Kock, 2017). To ensure acceptable convergent validity, the p-values for each item should be less than or equal to 0.05, and the loadings should be greater than or equal to 0.5. (Hair, Anderson, & Tatham, 1987; Hair, Black, Babin, & Anderson, 2009; Kock,

2017; Hair, Black, Babin, & Anderson, 2009). The relationship between an item and a construct is referred to as the item loading relationship (Amora, Ochoco, & Anicete, 2016; Kock, 2017). All item loadings in Table 2 are statistically significant and exceed the 0.5 threshold.

Additionally, the average variance extracted (AVE) quantifies the variance associated with each construct derived from its items in comparison to the variance associated with measurement error (Chin, 1998; Amora et al., 2016). Each latent variable has an AVE greater than 0.5, which is considered an acceptable value for validity (Fornell & Larcker, 1981). Validity was established for the AVE coefficients. To evaluate the measurement model, the results of convergent and discriminant reliability and validity tests were analyzed. The construct reliability assessment enables the examination of a reflective item or set of items in relation to the construct being measured (Straub, Boudreau, & Gefen, 2004; Roldan & Sanchez-Franco, 2012).

Typically, construct reliability is determined using composite reliability and Cronbach's alpha (Roldan & Sanchez-Franco, 2012; Kock, 2017). The composite reliability (CR) and Cronbach's alpha (CA) values must be equal to or greater than 0.7 to indicate high reliability. (1994; Nunnally & Bernstein)

Dimensions that influence Propensity to stay in the Company

To evaluate which of the factors that contributes to the propensity of the OFW to stay in the company in a Qatar, A PLS SEM was conducted. statistics shows that job security (p<.0001), work-life balance (p<0.0023) and career growth and fulfillment (p<0.004) were the factors that drives the OFW to stay in the company.

Data analysis reveals that for every one unit increase in job security there is β.388 increase in the proclivity of the employee to stay in the company. Work life balance beta coefficient indicates that for every increase in work life balance perception employees tend to stay in the company by β .243 on the other hand, for career growth and job fulfillment has the highest impact on propensity with to stay in the company with β of .322

Table 2

Parameter Estimate of the Model

	β	*SE*	*P-Value*	*F²*
H₁ ₚₑₑᵣₛ → retention	0.09	0.048	0.237	0.048
H₂ Salary → retention	-0.042	0.024	0.372	0.024
H₃ Job Security → retention	0.388	0.272	**0.001**	0.272
H₄ : Work Life balance → retention	0.243	0.151	**0.023**	0.151
H5 : Work environment → Retention	0.58	0.0137	0.324	0.037
H6 : Career growth and fulfillment → retention	0.322	0.227	**0.004**	0.227

f^2 is the Cohen's (1988) effect size: 0.02=small, 0.15=medium, 0.35=large; SE = standard error, β=standardized path coefficient

The coefficient of the determination of the model indicates at r 0.71 which means that 71 percent in the variation in retention scale is accounted by six hypothesized dimensions. Among the significant factors that contribute to the prediction of employee's retention, job security has the highest effect size f^2 .272 followed by career growth and development f^2 .227 and work life balance f^2 .151

Statistics show that most of the managers and supervisors viewed that their job security is one the concern for job security factor (i.e., *there is job security in my company (3.62))* in terms of work life balance spending for leisure balance has the lowest perception score with 3.72 (i.e., I have time to spend for leisure activities)

Career growth factor is also a concern, among the lowest item/sub dimensions that has lowest score are visibility of career path and growth for employee (3.55) career progression and opportunities (3.78, 3.83), training and development (3.35), rewarding good performance (3.48) and providing feedback on good performance (3.68)

Most of the OFW has no strong propensity to stay in their companies, the perceive propensity scale is computed at 3.67, these can be attributed to the 3 main latent factors that drive OFW to stay or not stay in the company, these are job security, work life balance and career growth and job fulfillment.

Conclusion

Salary and benefits

The respondents' rated salary and benefits as not as important as job security, which was contrary to the existing literature on monetary gains as the main motivation for employees. The low rating given by respondents on salary and benefits could be due to the respondents making subconscious choices of not putting salary and benefits on the priority list since they already have a constant stream of income or an increase in pay with end in sight. This result is reflected in a previous paper by Rynes, Gerhart & Minette (2004) where they have shown that employees tend to underreport the importance of salary and when asked to rank their main motivators at work, salary comes in fifth place. However, actual performance evaluation shows that monetary increase is still the most crucial incentive in organizations due to its instrumental value (Locke, et.al, 1980; Grawitch, 2010; Serena, et.al., 2012).

There is also another dimension to this result. The sample population selected are from management level positions and have already been in Doha for a while, so it could be possible that most of the respondents are able to meet their financial obligations to their immediate families and are thus motivated by other factors outside the financial gains (though salary increase). This further implies that they are either looking to expand their network, build skills, look for value or selfworth or looking to be comfortable at their workplace, which according to Macey et al, (2009) is the most common paths taken by individuals that met their fundamental needs.

Job security

The respondents' rating on job security is below the mean and this is understandably so. Job security is highly correlated to the market performance of the business and the business economics (Nikolaou, et.al., 2002; Bhatnagar, 2007) and with the global pandemic due to CoViD-19 at its peak when the interview was conducted, this is a valid concern. Outside the pandemic situation,

the results on job security are consistent with the literature. Retention and job security are highly correlated. Research shows that stable companies with strong market and economic policies and excellent risk tolerance are less likely going to experience high attrition rates on their employees (Davy et.al., 1999; Hytter, 2007). Furthermore, when business organizations exhibit signs of market vulnerability, or dissolution (in part or in whole), employees' perceptions of job security is affected negatively as well (De Witte & Naswall, 2003), resulting in lower confidence on the business organization which eventually translates to low performance at work (Nikolaou, et.al., 2002).

Career growth and fulfilment

Career growth and fulfilment seems to be the most concerning variable for OFW in Qatar. Unlike traditional employee-employee relationships where career growth and advancement were laid out during the pre-employment discussion, with definite metrics and achievable performance indices, migrant workers do not enjoy the same liberties. Migrant workers are hired to fill-in very specific roles within the organization. Expectedly, migrant workers such as OFW are not subject to corporate career growth and developments. This is reflected in the respondents' responses. Most of the respondents agree that while they are enjoying what they do at work and find fulfilment in their work output, there are no opportunities for them to grow their careers. The reason for this appears to be because of the lack of career development programs from the employers as well as the lack of feedback mechanisms from the management on employee performance.

Unclear expectations and the lack of objective, actionable performance indices could cause stress to employees. As various research suggests, business organizations with clear direction on employee's growth will have better employees in the long run as highly motivated employees result to better performance at work (). This is consistent with the literature on career development and fulfilment for migrant workers. According to Arthur & Flynn (2013) and Eyster, et.al, (2016), career development programs for labor migrants still remained a challenge because of 1) language barrier, 2) lack of training supports, 3) lack of inclusive culture within the organization, 4) absence of state and local policies that provide economic, social, or political supports to labor migrants, and 5) the general lack of interest of employers in professionally developing migrant labor. This is particularly true for skilled migrant workers (Burt & Matthews-Aydinli, 2007; Bernstein & Vilter, 2018).

Work-life balance and Work environment

The result shows that the respondents do not find sufficient time to spend on leisure activities despite the provisions of the employees for them to have their personal time off (for sickness and for vacation). Similarly, the respondents also reported that while their workplace provides them support to be productive and efficient at what they do, through the availability of correct systems and procedures, task-specific supports are not readily available. Numerous studies have shown that Asian workers have unhealthy work-life balance (Talukder et.al., 2018; Zhou et al., 2020) and endure sub-standard work environments (Peng, 2019; Rajan-Rankin, 2016). This is mainly because of the cultural expectations of Asian people to endure and stay long hours at work (Vyas et.al., 2017). In most cases, such cultural effect is taken advantage of by the authorities through the lack of adequate policies and laws that promotes a healthy workplace and better work-life balance (Wong & Ko, 2009). Expectedly, business owners follow suit and dismiss such matters as impertinent (Hayman, 2009).

Peers

The responses suggests that OFW in Doha have generally positive relationship between peers at work and towards figures of authorities. There is a strong indication that the respondents have good line of communication to their direct superiors and colleagues. This suggests that workrelated interpersonal conflicts are rare and is a strong indicator of a valid reason for staying with their current work. This agrees with the research by Graziano et.al., (1996) that showed agreeability in the workplace and motivation levels of employees. Furthermore, this can be explained by the earlier results of Chiaburu & Harrison (2008) on the importance of keeping good relationships at work and the perception of job satisfaction among co-workers.

Given the data obtained in the survey and the statistical analysis performed to filter the data into the most fundamental form, together with the cross-referencing of our results to the existing body of knowledge on employee motivation, labour migration, and workplace dynamics, the following recommendations are presented:

Salary is an important element of the work contracts of OFW in Qatar although other non-financial motivators such as job security has become a significant motivating factor. Apparently, salary and job security are big concepts that need the involvement of the Philippine government. The

Philippine government can be an integral part of both meeting the salary needs and the job security needs of OFW in Doha (and elsewhere) by entering bilateral agreements (BLA) and memorandum of understanding (MOU) that will provide assurance of job security for the OFW within the host State. Another thing that the Philippine government can negotiate with the host State is a grace period for when some factors that are beyond the control of both States (such as a pandemic or war) compels the OFW to lose their jobs without compensation, allowing them to find alternative jobs within the grace period. Moreover, the PH government can include in the MOU or the BLA conditions of employment stability for OFWs like the gradual removal of contract-based employment, fair and equal treatment in employment, etc.

The recommendation on career growth and development directly involves the employees of OFW in Doha. As the data of this research suggests, career growth for OFW in Doha, even for positions that are at middle management to senior management, is not an encouraged path to take. This could be due to a lot of factors ranging from the lack of opportunities for OFW to grow in Qatar (with strong preferential treatment to other nationalities for key positions) or simply because the responsibilities or headaches that go along with the promotion is not worth the time or the trouble for the typical OFW. Or this could be a symptom for the lack of support system in business organizations in Qatar that allows for everyone to grow and reach their full potential, again, as preferential treatment to other nationalities can persist. The HR can look into these symptoms and use the results of this research to figure out how to make good use of the talents and skills set of the OFW in their organizations.

The same can be said about the work environment and work-life balance. Despite the strong desire to be more productive, OFWs find it difficult to balance the demands of their works from the demands of their personal lives. And this could be an indicator of a systemic problem on cultural expectations of labor migrants coming from South East Asia. The human resources can benefit more if they can pay attention to what OFW needs to keep their mental and physical health on their best conditions. Training programs that can help OFW manage their personal time and personal finances could significantly impact their motivations in the workplace.

We find the limitation of the study in terms of discriminant validity of the instrument. Although 5 latent factors appear to be valid measures of the construct, we can revalidate the said instrument in other industries and size of the company. An exploratory factor analysis and confirmatory factor analysis (CFA) can be conducted to test the stability of the instrument in other industries. A Structured Equation Modelling Technique can be utilized to determine a more complex analysis of the path direction thorough a modification index evaluation.

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The Clinical Analysis of "Saka" Owners Based on the Human Drawing Test: A Clinical Psychology Approach

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Introduction

The saka is a jinn who has been in the human body for so long that it has become one with the human being. This belief has long existed among the Malay community in Malaysia. Whether a person knows or not, it happens because it comes from his descendants (Shafie, 2015). Haron Din says that perennial is a term commonly used by traditional healers or shamans that refers to a phenomenon of spiritual disturbance that occurs to humans (Din, 2009). These saka associated with subtle beings adjacent to the descendants of the father, mother, grandfather, grandmother of a person who cares for befriends these beings. These beings instructed to care for and control their descendants or grandchildren after the death of the individual concerned (Din, 2009). There are several types of perennials according to the beliefs of the Malay community such as perennial tiger, perennial crocodile, perennial midwife, perennial shaman and so on (Din & Kassan, 2016).

Belief in the supernatural has long existed among the Malay community in Malaysia, and it is influenced by the belief of animism and dynamism (Osman, 1989). Belief in the existence of

supernatural beings is often associated with events faced by a person, for example the problems faced by a person are associated with the existence of supernatural beings that follow (saka) or in himself. The problem of this study is the lack of scientific studies related to the behavior of individuals believed to possess perennials. Before this the individual's behavior often associated with mystical things. The study's objective was to develop a measure of the individual behavior of saka's owners based on the Psychological approach.

Research Methodology

The study conducted was an exploratory study using psychological tests. This study conducted at Universiti Malaysia Kelantan. The respondents of the study are individuals who are believed to have a saka and the average age of the respondents is 24-30 years. The number of respondents in the study was 10 people, but those who took the drawing test were 5 people. The drawing test was performed 7 times during the 2 -year study period. The repetition of this test intended to ensure the level of stability of the drawing test results.

The Draw-a-Person Test is a projective test in Psychology (Machover, 1949). Projective drawing tests are scored on several dimensions, including ab-solute size, relative size, omissions, and disproportions. In the Draw-a-Person Test, a clinician is advised to interpret a large head as indicating an over-concern with matters of intellectual functioning; one system even suggests that it means brain damage (Machover, 1949). One projective drawing test that has been proven valid and useful in clinical settings is the Goodenough Draw-a-Man Test (Wood et al., 2003). There are advantages and disadvantages for using the draw a person test. The advantages are easy to administer (only about 20-30 miinutes plus 10 minutes of inquiry), helps people who have anxieties taking tests (no strict format), can assess people with communication problems, relatively culture free, and allow for self-administration. The disadvantages are restricted amount of hypotheses can be developed, relatively non-verbal, but may have some problems during inquiry, and little research backing.

The data collection process asked respondents to draw a picture of a human being. After 3-5 months later, respondents asked to repaint. This process repeated until 2 years of research. This process aims to identify the paintings' consistency to accurately know their personalities.

Findings

This study found the consistency of human drawings made by the study respondents. The human drawings produced by the respondents are as below.

Figure 1.

Drawing A Man Test Among Respondents with Saka
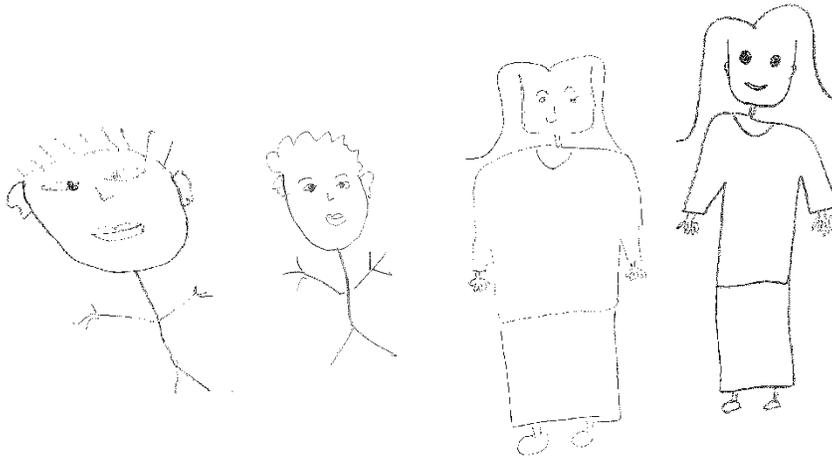
Based on the above drawing can be interpreted that dominated by emotions, emphasizing the past, impulsive tendencies, self oriented, controlled unconsciousness, lack of courage, lack of confidence, feeling unable/weak, regression and feeling insecure, weak individuals (immature/childish) (Nanik & Setiono, 2007). This person drawing test analysis shows that individuals who believed to have the saka are individuals whose psychological development is immature because it is not in line with their age.

This immature development of Psychology affects the behavior of the individual concerned. Based on the psychology approach, individuals who have the saka are immature, low self -confidence, feel insecure, have poor self-control. This situation caused the appearance of immature or childish behavior in individuals who have the saka. Nevertheless, society often associates the immature behavior of individuals who believed to have the saka with the effects of perennial existence in a person.

Conclusion

This study shows that individuals who believed to have the saka have an immature stage of psychological development that affects their behavior. The behavior displayed by the individual has nothing to do with the saka existence or other supernatural things.

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Cases and Problems in Criminal Law 1

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Introduction

Socrates, a Greek philosopher, considered it his religious duty to call his fellow citizens to the examined life by engaging them in philosophical conversations.[1] Thousands of years later, this way of life became a pedagogical technique in law schools known as the Socratic method, which involves calling on students and interrogating them about the facts and decisions in various court cases.[2] The said method aims to promote critical thinking among future lawyers. Through this approach, law students develop compelling arguments on important legal questions so that, once they become attorneys, they can win debates and effectively represent their clients.[3]

When the pandemic hit in 2020, law schools were forced to adapt to online distance learning. However, some methods in electronic learning do not align with the above-discussed pedagogical technique in law school. Law professors were then forced to conduct synchronous sessions on a regular basis in an effort to preserve the traditional way of administering law classes. This was

further aggravated by the lack of reliable internet connection in the Philippines, which usually disrupts the "interrogation" made by the law professors among their students.

This materials development for online teaching project entitled "CASES AND PROBLEMS IN CRIMINAL LAW I" was conceptualized to address the aforementioned issue on online distance learning vis-à-vis law school pedagogy. The final output for this research contains hypothetical scenarios and decided cases by the Philippine Supreme Court which can be used as a reference in conducting synchronous online classes for Criminal Law 01. In the event that a student cannot attend the synchronous sessions for some reason or another, there would also be an easy reference for him or her as to the modules discussed. While nothing beats the personal touch of conducting face-to-face classes, there is a significant improvement in the phasing and quality of discussion in online classes by using this material.

Methodology

A survey of cases decided by the Supreme Court involving this subject matter was made using various online search engines. Hypothetical scenarios were also formulated by drawing inspiration from actual cases pending before Philippine courts and depicted in various news reports. Previous bar examinations questions in Criminal Law were likewise used.

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The Influence of Musyncnergy in Rondalla Musician-Teacher Formation: An Analytic Autoethnography

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Introduction

 A musician's path towards growth and development follows a myriad of nonlinear teaching and learning processes with routes of complex contexts. Rink et al. (2017) stated that "the developmental 'journey' undertaken by each and every musician tends to be individually determined in respect of the *location, nature and timing of the activities* [emphasis added] that contribute to it" (p. xxii). As a musician makes way through music making, learning experiences and dialogic musical interactions continuously pervade with the surrounding world and with oneself. These music making experiences, when weaved together, make up the idiosyncratic formation of a musician. With music making viewed as a social experience, music education per se is a social process between music, culture, and society (Barton, 2018; Kelly, 2016; Pritchard & Woolard, 2010).

 In this analytical autoethnographic study, I explored and described my musical background, personal experiences in music teaching and learning, and participations in the rondalla—a plucked

string ensemble—shaped my formation as a professional musician and music teacher. Moreover, this study sought to develop a localized rondalla teaching and learning approach.

In a webinar, ethnomusicologist Earl Clarence Jimenez emphasized that teachers teach the music cultures based on their own perspective or experience of the culture per se (National Music Competitions for Young Artists [NAMCYA], 2021, 28:03).

This study is my answer to the call of sustaining the rondalla music program in the Integrated Basic Education Department of San Beda University and the rondalla culture of Cainta in a local level by "adopting a local strategy" as aimed in the Sustainable Development Goal (SDG) 4 that is to "ensure inclusive and equitable quality education and promote lifelong learning opportunities for all" (Committee on Culture of UCLG, 2018, Goal 04 section).

Methodology

The analytical autoethnographic inquiry was framed in the researcher-generated *musyncnergy* lens. I coined the term musyncnergy as combination of the words "music making," "synchronize," and "synergy." *Musyncnergy* as a theoretical lens synergize the two "music making" concepts of Small (1998, 1999) and Elliott (1995, 2005) generating a synchronistic conceptual interaction greater than the sum of their individual conceptual interactions. Thus, *musyncnergy* provided a useful "toolset" to explore and describe the praxial and social dimensions of instrumental music education that shaped my musician-teacher formation.

The research included collection of multi-faceted data such as personal memory data, selfreflective data, and external data (Chang, 2008/2016). For personal memory data, I undertook the process of chronicling an autobiographical timeline aided by cultural artifacts such as music scores, audio and video recordings, photos, diary, journals, souvenir programs, and draft music notations and writings.

For the self-reflective data, I tapped into the collection of my present cultural perspectives through self-reflection and reflective note taking. And for the external data, this is the collection of data from external sources and is ethnographic fieldwork in nature. Included in the external data are

artifacts, related literature, and insights from related and relevant figures that shaped the rondalla from the past years. I also conducted interviews with others in the rondalla practice. Moreover, since the study is an autoethnography, I as the researcher served as research instrument being the primary source of data and the one who screens the information included in the thick description and triangulation of data. The "strong reflexivity" of the researcher in an autoethnography sets it apart from other qualitative research approaches (Anderson & GlassCoffin, 2013/2016). My reflexivity involved my personal background not only limited in the rondalla but also as an ensemble musician in the orchestra and band.

From all the collected data, I made an autobiographical timeline of vignettes as a thick description of my musician-teacher formation.

I borrowed the astronomy concept of "syzygies" by Davidson and Faulkner (2013, as cited in Davidson & McPherson, 2017) that accounts for the intricate jiffs of niche from "permutations of personal, social, cultural and other environmental factors" (p. 20) that when configured—like celestial bodies in an almost straight line—tend towards a feat in a particular domain or field. The concept of syzygies was utilized to align my musicing experiences on my musicking journey for pattern and category construction as analytic methods (Saldaña, 2011).

Findings

From the montage of music teaching and learning experiences, emergent patterns were extracted from the layers of autoethnographic vignettes. The general attributes of the seven themes of musicianship revealed in the study are presented in Table 1.

Table 1

Seven Themes of Musicianship and Attributes Revealed in the Study

Themes of musicianship	General attributes
Learning from the masters	Teachers who are knowledgeable on the different aspects of rondalla performance and its practice in general
Musicking settings beyond the classroom	Active and passive learning from musicking not confined to schools alone (i.e., community music traditions, music camps, competitions, festivals, etc.)
Apprenticeship towards autonomy	Taught as reflective musical practitioner and geared to be a confident problem-solver of musical challenges
Instrument shifting and mastery	Transference from one instrument to another to better understand the dynamics of rondalla instruments as an ensemble
Solo and ensemble playing	Collaborative interaction and instrumental training as soloist and as an ensemble musician
Repertoire as curriculum	Music repertoire that is culture-based (e.g., community traditions) and set to meet the technical and musical abilities as an ensemble and solo player
Lifelong music making	Continued musicing (deliberate doing or making) along the musicking journey (music activities in which one is engaged with)

Conclusion:

The findings of the study shaped my understanding and beliefs in musician-teacher formation. The seven themes of musicianship are overarching constructs that neither have fixed endpoints or predetermined goals. Consequently, the seven themes formed the basis for the development of a localized rondalla teaching and learning approach I termed as the "*Musyncnergy* Framework" that maps out key influences on rondalla musician-teacher formation via acquisition of musicianship experiences by being a problem-solver of musical challenges that arise upon the widening of musical relationships or networks. As one continuously subjects the self in musical challenges, the musician-teacher also gains a multitude of options to respond to musical challenges and gathers no moss.

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Work from Home: The Impacts on University Employee's Well-being and Individual Work Performance

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Introduction

With the virulence of COVID-19 on people, many firms and institutions implemented social distancing, online learning and communications, and assignment of remote work for selected jobs to keep the employees' safety and well-being (Warren & Bordoloi, 2020). Evanoff et al. (2020) mentioned that "the response to the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) pandemic creates an unprecedented disruption in work conditions" (p. 2). To understand and support the health and well-being of the employees under work from home (WFH) arrangement and to enhance productivity and performance, we argued that the acceptance of work from home set-up is associated with the employees' well-being, their productivity and performance. Among the non-teaching personnel of San Beda University in the COVID-19 pandemic, we intend to answer the research problem: What are the impacts of work from home (WFH) on university employee's well-being and individual work performance?

Specifically, we intend to determine: the effects of acceptance of WFH on employee's well-being, the effects of acceptance of WFH on individual work performance, the effects of employee's well-being individual work performance, the challenges brought by work from home (WFH) to

employees' productivity, and the effects of COVID-19 pandemic to the employees and their families.

At the onset of the pandemic last year, WFH arrangement have been implemented globally in those sectors where services can be delivered online (Arruda, 2020). In 2015, the United Nations released its Sustainable Development Goals (SDGs) to "achieve a better and more sustainable future for all." Among the 17 goals, 8 of them support WFH arrangement.

Methodology

We decided to perform mixed methods (Fakis et al., 2014) or hybrid qualitative and quantitative research methods to generalize conclusions about well-being and individual work performance for the benefits of the university leaders, and employees. We utilized descriptive and explanatory analysis. Specifically, we utilized the explanatory sequential mixed methods by Plano & Clark (2011; as cited in Subedi, 2016) that involved the collection of quantitative data at first and subsequent gathering of qualitative data to reinforce the explanation and convey the contexts of the quantitative findings. The quantitative parts addressed the research objectives 1-3, and included ratings to be answered with ordinal data. Similar to the works of Pfaff et al. (2014), Spearman's rho (Anderson et al., 2018), a non-parametric test and were lenient on test of assumptions, was the test statistics to evaluate the rankings of the perceptions of the respondents The qualitative parts designed open questions (Subedi, 2016) to determine the challenges brought by WFH to employees' productivity, and the effects of COVID-19 pandemic to the employees and their families.

Findings

There were 21 office employees of San Beda University who participated in the in survey. However, only 19 employees were analyzed due to qualifications of current position and incomplete responses. Fifty-three percent were males while 26% were females. Twenty-one percent preferred to be anonymous. The respondents are regular employees. The respondents have mean employment experience of 11.8 years, +- 4.2 confidence level at 95%. The respondents also have mean age of 39.4 years old +-5 confidence level at 95%.

The research instruments to evaluate the levels and influences of acceptance of work from home (Cronbach's alpha= .95), well-being (Cronbach's alpha= .91) and individual work performance (Cronbach's alpha= .91) were reliable with the computed values within .70 to .95. In the results, there was not overall response at "very high level or excellent level.

The acceptance of work from home has indications of significant moderate association (Spearman's rho= .5082, t=2.433, p=.0263) with well-being. Employee's well-being is the condition of happiness, comfort, and health and a high status about the person's physical, mental, social and holistic self (Supranowicz & Paz, 2014) that need period of preparations and conditioning. A decision to accept WFH has bearing on well-being.

The acceptance of work from home has indications of significant strong association (Spearman's rho= .7902, t=5.3155, p=.0000) with individual work performance and are worthwhile for further investigation. We noted the relatively very good, moderate and poor conditions that affect the office employees of San Beda University. The respondents accepted work from home at moderate levels considering the lack of commuting as relatively sad conditions for them. They also view any work from home experience in terms of organization and efficiency as relatively excellent nor very good. However, the respondents viewed at moderate level that more time could be devoted at work, more efficiency, and there were lower stress levels during WFH.

There is an indication of not significant weak association of employee's well-being on individual work performance (Spearman's rho= .2549, t=1.0869, p=.2923). Sleep disturbance was the most dominant physical domain concern. Common yet alarming occurrences were headache palpitation and back ache. In terms of mental domain, anxiety and dissatisfaction were concerns. There were typical feelings of helplessness, hopelessness, depression, insecurity and communication issues. It was best that there were least experiences of guilt and hostility. About social domain, loneliness was the worst experience. Typical experiences were insecurity, communication issues, lack of protection, and rejection.

The top-of-mind perceptions by the respondents emphasize the challenges brought by WFH. Communication, resources, emotions, environment, and financial difficulties were the distractions and research themes.

The effects of WFH to the employees' productivity revolve around the research themes such as communication issues, work-life imbalance, time management, stress, less work, and lack of access to office materials. There were advantages as well such as focus on work, work-life balance fit, positive attitude, less stress, and savings.

Conclusion

Acceptance of work from home has indications of influences on employee's well-being and individual work performance. The success in keeping very good well-being and individual work performance begins with the employee's decision and commitment to act. For the selected university employees, it is still better to work in the office because of the missed activities like commuting, time with friends, and the occurrence of more physical activities. The incidence of illnesses, sleep disturbance, anxiety, dissatisfaction and loneliness were indicators of well-being concerns that affect individual work performance. Appreciation by others and the heightened spirituality motivate the employees during the work from home set-up.

COVID-19 pandemic brings various issues in communication, resources, emotions, environment, financial difficulties, work-life imbalance, time management, stress, less work, and lack of access to office materials, to the employees. In contrast, there are opportunities for better learning, better well-being, and more often family routines. Focus on work, work-life balance fit, positive attitude, less stress, and savings are recognized benefits of work from home.

The university leadership has a snap shot of the areas of concern of the employees under work from home set-up that need to be addressed. Although WFH is less preferred, there is a need to manage the university and the identified concerns with part of the workforce under this set-up. Managers can also focus on leveraging the strengths for better learning, better well-being, more often family routines, focus on work, work-life balance fit, positive attitude, stress management,

and financial management by the university employees toward better individual work performance, and organizational performance as well.

We encourage the future researchers to conduct this research with adequate number of employees in different positions and universities to create a quantitative model.

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The Participants

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That in all things God may be glorified.