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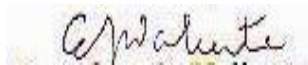
FOREWORD

This 2019 issue of the Graduate School Journal includes theses and dissertations for Academic Year 2018-2019.

Abstracts for this 2019 issue include the following disciplines: doctoral and masteral studies in Organization Development (OD), doctoral studies in OD, School Administration, doctoral and masteral studies in Nursing, masters in Educational Management, masters in Teaching Medical Related Subjects, masters in Hospital Administration, masters in Psychology, masters in Physical Therapy and masters in Occupational Therapy.

In subsequent publications of this journal, many graduate researches in the health sciences will come from: masters in Medical Technology, masters in Pharmacy and masters in Dentistry..

What is printed in this journal are just abstracts of the different studies. Should there be a need to read the hardbound copies, please come to the Graduate School for this purpose..



Efren S. Valiente, Ph.D.
Dean, Graduate School

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**ASSESSMENT ON THE ORGANIZATIONAL COMMITMENT AND
JOB SATISFACTION OF THE CIVILIAN EMPLOYEE OF
CENTRAL COMMAND ARMED FORCES OF THE
PHILIPPINES, IN BARANGAY APAS,
CEBU CITY: PROPOSED EMPLOYEE
DEVELOPMENT PROGRAM**

Jaicris Jan P. Mendoza - MAOD 2019
Cebu Doctors' University
Mandaue City

ABSTRACT

This study aimed to assess the organizational commitment and job satisfaction its relationship with the profiles of the civilian employee of Central Command Armed Forces of the Philippines (CENTCOM AFP), in Camp Lapulapu, Brgy Apas, Cebu City. It will benefit CENTCOM in general because the output is a Proposed Employee Development Program that will strengthen the commitment and boost the job satisfaction of the civilian employees of the command.

A descriptive correlational survey type of research was followed utilizing two (2) standardized tools of Organizational Commitment Questionnaire (OCQ) and Job Satisfaction Survey (JSS). The data obtained from answers of all of the 72 civilian employees of CENTCOM, tabulated, analyzed and interpreted using SPSS version 22.

The study found out that majority the respondents were committed to the organization and were satisfied to their respective jobs. However, the job satisfaction facets of promotion and operating procedures revealed that majority of the employees were unsure of what they felt in the two aspects having an ambivalent score. (The facets of pay, supervision, benefits, contingent rewards, co-workers, nature of work and communication recorded that majority of the employee are satisfied.). It was likewise found out that there is a relationship between organizational commitment and the job satisfaction facets of pay, promotion, co-workers and communication. The profile of educational attainment affects the job satisfaction facets of benefits; the number of years in the service affects 7 facets, except

for supervision and communication; and the economic status affects the facets of pay, co-workers and communication. There is also a relationship between the organizational commitment and the profile of number of years in the service and economic status.

The civilian employees of CENTCOM are loyal and are willing to exert effort or willing to accept any job for the good of the organization. Although they are satisfied to their respective jobs, it is noticeable that on the facets of promotion and nature of work, majority of them had an ambivalent satisfaction score. This is brought about number of new employees who doubted on some aspects of the promotional system as well as their chances of being promoted considering the narrow path to promotions. Hence, majority were new and they are still catching up to the nature of work. They were still on the adjustment phase.

OCCUPATIONAL NEEDS OF MOTHERS OF CHILDREN WITH DISABILITY: PROPOSED GUIDELINES FOR THE ATTAINMENT OF OCCUPATIONAL BALANCE

Jose Ferdinand III B. Bulos - MAOT 2019

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Mandaue City

ABSTRACT

Having a child with disability is a major turning point for the lives of a mother, since a major significant change in occupation affects the common and habitual activities they perform daily. The study aimed to interpret and analyze the perspective of mothers of children with developmental disabilities as regards their occupational needs. The researcher was keen to ascertain the themes from the narratives of the respondents. Six (6) mothers of children with disabilities who undergo occupational therapy session in a private clinic in Las Pinas City, Metro Manila participated. The study utilized qualitative data in the form of unstructured interviews and open ended questions. Interviews were transcribed through audio tape recorder and narratives were arranged in sequential order. The researcher was keen to ascertain the themes from the narratives of the respondents and extracted to discuss the current occupational needs of the mothers.

The themes extracted are the following: Work is All, Structure Can a Prison Make, Meaningful Work is All I Need, Disability: The End of Family Ties?, My Glamor Lost; My Self-Esteem Declines and Isolation: The Bitter Experience.

The findings indicated that mothers considered a balance lifestyle as their occupational needs. This suggests that family dynamics, self care activities and social participation are the dominant areas of occupations that entail enhancement and attainment.

**EXPERIENCES OF SINGLE PARENTS IN RAISING A CHILD
WITH AUTISM SPECTRUM DISORDER IN METRO CEBU:
PROPOSED GUIDELINES FOR
SINGLE PARENTS**

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Mandaue City

ABSTRACT

The purpose of this study is to propose guidelines for single parents who are raising a child with Autism Spectrum Disorder (ASD) from the narratives of their experiences. Six participants coming from various areas of Metro Cebu were recruited in this study. All participants were female and is raising a child with ASD. One is a duly registered single parent under the Department of Social and Welfare Services (DSWS) while the other five are either waiting for their application's approval or have never applied. Data was gathered through audio-recorded, one-on-one semi-structured interviews. The audio narratives were transcribed and analysed using the phenomenological approach. Two major themes each with two distinct subthemes emerged from the gathered data. The first theme, "Acceptance Amid Adversity" with subthemes of: Occupational Balance: an Unreachable Reality and the Acceptance of Reality: an Inevitable Alternative. The second theme, "Autism in the Filipino Cultural Perspective," with subthemes of: Discrimination and Lack of Support and A Preview of the Future. Consequently, a guideline for single parents was proposed in line with the identified themes. The outcome of this study is instrumental for the inclusion of the needs of single parents of children with ASD. Furthermore, this study will implicate a positive impact on their overall wellbeing. For further studies, the researcher recommends to expand the research population to gather more salient information and partner with local government units while conducting the study in order to effectively structure programs and policies intended for these single parents and their children with ASD.

**FINANCIAL LITERACY AMONG MASTER OF ARTS IN
OCCUPATIONAL THERAPY STUDENTS AT CEBU DOCTORS'
UNIVERSITY: PROPOSED GUIDELINES FOR
CURRICULUM ENHANCEMENT ON
FINANCIAL MANAGEMENT**

Keith G. Masip - MAOT 2019
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ABSTRACT

The study aimed to determine and correlate the personal profiles and financial literacy of 50 Master of Arts in Occupational Therapy students enrolled in the school year 2018. A researcher made questionnaire was developed to gather data on their competencies such as knowledge, attitude, skills, and habits in terms of budgeting, saving, insurance, investment, financial education, and retirement.

The MAOT students were dominated by females. Majority of students were noted to be below 25 years old. It was also found that the majority of students are employed with a monthly income below Php35, 740 while only having 1 work. The majority of students were found to be below 26 months of work experience. Findings showed that the majority of students are single and are mostly residing in parts of the Visayas region of the Philippines.

MAOT students were found to be financially literate in all domains of financial literacy. However, 10% of students in budgeting, 6% of students in saving, 14% of students in insurance, 8% of students in investment, 4% of students in financial education, and 28% of students in retirement were found to be financially illiterate.

The relationship between the respondents' profile and financial literacy on the six domains were found to be negligible. However, results showed there was a low positive association between their marital status and financial literacy. It revealed that participants who are single and who are married with children are more financially literate than participants who are single with children.

The proposed guidelines for curriculum enhancement on financial management were developed. The aim of the guidelines is to develop and enhance the competencies among MAOT students in the domains of financial literacy. The guidelines include budgeting, saving, insurance, investment, financial education, and retirement.

On the average, the MAOT students were assessed as financially literate in all domains. However, it was found out that they lack competencies in budgeting, insurance, investment, financial education, and retirement. The domains of financial literacy are not greatly influenced by their profiles. However, the marital status can be a predictor that may affect their financial literacy. Furthermore, MAOT students entail the curriculum enhancement on financial management to improve their lacking competencies in financial literacy.

**HEALTH CARE WORKER RELATED STIGMA AND
DISCRIMINATION TOWARDS PEOPLE LIVING WITH
HUMAN IMMUNODEFICIENCY VIRUS IN GOV.
CELESTINO GALLARES MEMORIAL HOSPITAL,
TAGBILARAN CITY, BOHOL: PROPOSED
INTERVENTION PLAN**

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Cebu Doctors' University
Mandaue City

ABSTRACT

The study primarily aimed at assessing the stigma and discrimination to the people living with Human Immunodeficiency Virus among health care workers at Governor Celestino Gallares Memorial Hospital. It made use of a standardized questionnaire assessing the personal profile of the respondents in terms of service affiliation and trainings on PLHIV stigma and discrimination received, and the seven identified domains of stigma and discrimination.

The findings revealed majority have not been trained for PLHIV stigma and discrimination and varied levels of stigma and discrimination. High levels were registered on drawing blood from a patient living with HIV or AIDS patient 81.59%, observation on healthcare workers providing poorer quality of care to a patient living with or thought to be living with HIV than other patients 77.04% and dressing the wounds of a patient living with HIV or AIDS patient 75.23%. While low percentage were registered on attitude towards key populations. Basing on the findings, the researcher recommends integration of trainings to reduce the current level of stigma and discrimination and to institutionalize training and evaluation on PLHIV stigma and discrimination.

**ENGAGEMENT IN EVIDENCE - BASED PRACTICE AMONG THE
PRACTICING PHYSICAL THERAPISTS IN METRO
CEBU: BASIS FOR A PROPOSED
TRAINING PROGRAM**

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ABSTRACT

The study aims to determine the engagement in evidence-based practice (EBP) among the practicing Physical Therapists in Metro Cebu. The researcher utilized a descriptive survey design that included one hundred twenty-eight (128) respondents. The tool used to collect the data is a modification based on Health Sciences-Evidence Based Practice (HS-EBP) questionnaire. The instrument consists of seventy-six (76) items that relate to the practices involved in the EBP process.

The data gathered were subjected to statistical treatment. The weighted mean of each item was computed to have a presentation of the exact nature and level of engagement and to summarize the results. The findings were categorized according to the respondents' level of engagement utilizing the levels of agreement ranging from 1 to 10 with 10 as the highest level of agreement and 1 representing the lowest level of engagement. For a definite interpretation of the levels of engagement, the following scales for the mean range was set: 7.0 to 10, high level of engagement; 4.0 to 6.9, moderate level of engagement; and 1.0 to 3.9, low level of engagement. The results showed Step 1 having a mean of 6.8; Step 2 presented a mean of 6.9; Step 3 revealed a mean of 6.4; Step 4 showed a mean of 6.9, and Step 5 presented a mean of 7.0. The overall findings generated a mean of 6.8 which translates to a moderate level engagement in evidence-based practice among the Physical Therapists practicing in Metro Cebu. The result implies that the Physical Therapy instructors chose the inclusion of teaching-learning strategies in EBP that resulted in an enriched knowledge base of the students in the program.

The researcher concluded that Physical Therapy practitioners in Metro Cebu demonstrated a moderate engagement across the five-step process and therefore have generally engaged in EBP in their clinical practice. Nonetheless, the researcher believes the need to refine their skills in the implementation of the various steps. Hence, a training program is recommended to address this need. Physical Therapists should continually engage themselves in lifelong learning endeavors that include enhancing their skills in the process of EBP.

**PERSONALITY TRAITS AND LEARNING MOTIVATION OF
CEBU DOCTORS' UNIVERSITY FRESHMEN STUDENTS
FOR ACADEMIC YEAR 2018-2019:
PROPOSED TEACHERS' GUIDE**

Kevin Christian Dela Cruz – MATMRS 2019
Cebu Doctors' University
Mandaue City

ABSTRACT

The purpose of this study is to explore the relationship between the personality traits and learning motivation of Cebu Doctors' University (CDU) first-year students. A descriptive correlational method of analysis was employed in the study with the aid of two standardized questionnaires: Big Five Inventory (BFI; John & Srivastava, 1999) Questionnaire and Motivated Strategies for Learning Questionnaire (MSLQ; Pintrich et al., 1991). 593 first-year students enrolled on the first semester of the academic year 2018-19 were asked to complete the said questionnaires.

Based on the results, the majority of the respondents possessed openness, conscientiousness, extraversion, agreeableness and neuroticism personality traits. Remarkably, agreeableness and openness resulted the highest overall mean score. In contrast to the majority, College of Arts & Sciences (CAS) freshmen predominantly have lack of direction, while the College of Optometry (CO) freshmen possess emotional stability, and lastly College of Pharmacy (CP) revealed both lack of direction and introversion. As for the six motivation subscales of MSLQ, high degrees of learning motivation was found regarding the students' Intrinsic Goal Orientation, Extrinsic Goal Orientation (EGO), Task Value (TV) and Control of Learning Beliefs (CLB). Particularly, EGO and CLB resulted the top two highest learning motivations. Then, learning motivation through Self-efficacy on Learning and Performance (SELP) resulted on moderate degree, while Test Anxiety (TA) resulted low degree. Finally, the significant relationship between the personality traits and the learning motivation revealed outstanding results. Specifically, learning motivation through

IGO is moderately related to Openness, while SELP is moderately related to Conscientiousness, and TA is moderately related to Neuroticism.

Hence, the Big Five personality traits of the majority of CDU Freshmen are openness, conscientiousness, extraversion, agreeableness and neuroticism. Their degree of learning motivation is outstandingly high in most subscales especially on EGO and CLB. There is a significant relationship between Personality traits and Degree of Learning Motivation, prominently between Openness and IGO, Conscientiousness and SELP, and Neuroticism and TA. Results are interpreted in terms of developing a teachers' guide that contains suggested teaching strategies to increase and maintain the students' learning motivation based on their personality traits. Recommendation for educational application and future research are regarded.

**QUANTIFICATION OF THE WASTE GENERATED AT SACRED
HEART ANNEX UNIT IN ST. PAUL'S HOSPITAL:
PROPOSAL FOR WASTE REDUCTION**

Jeremy M. Saquian, M.D. - MAHAD 2019
Cebu Doctors' University
Mandaue City

ABSTRACT

This study was conducted to determine and assess the quantity of waste generated at Sacred Heart Annex Unit of St. Paul's Hospital with a proposal for waste reduction.

This is a descriptive survey quantifying the general and medical wastes of 107 patients admitted at Sacred Heart Annex Unit using a self-made record sheet. Data were tabulated and measure of central tendency like the mean was used for descriptive analysis. The waste generation rate of patients are 7.37 kilograms/day or 77.91% for the general waste and 2.09 kilograms/day or 22.09% for the medical waste. Among the general waste kitchen waste has the highest generation rate of 3.48 kilograms/day or 36.79% while the IV fluid containers topped the medical waste with a generation rate of 1.64 kilograms/day or 17.33%.

Patients in all clinical departments generate more general waste more than the medical wastes and the longer the patient stays for confinement the higher is his volume of waste produced. A proposed waste reduction program was presented to improve a standardized hospital was management plan.

**COMPETENCIES IN PALLIATIVE CARE AMONG NURSING
FACULTY IN THE SELECTED NURSING SCHOOLS IN
REGION VII: PROPOSED FACULTY
ENHANCEMENT PROGRAM**

Rommel P. Merioles, MAN, RN - PhDNSc 2019
Cebu Doctors' University
Mandaue City

ABSTRACT

This study was conducted to determine the factors and competencies of the Nursing Faculty in Palliative Care as basis for a Nursing Faculty enhancement program.

The demographic profiles of the Nursing Faculty as to: age, gender, educational background, years of teaching as Nursing Faculty and staff nurse experience in hospital and community were identified. The overall palliative care competence and its six domains namely: principles of palliative care, communication, optimizing comfort and quality of life, care planning and collaborative practice, loss, grief, and bereavement, and Professional & Ethical Practice in the Context of Palliative Care were also determined. The correlation between the respondents' profile and their palliative care competence was established.

This study utilized the descriptive correlational method of investigation to determine the factors and competencies of Nursing Faculty in palliative care. The respondents consisted of one hundred thirteen (113) Nursing Faculty from the selected Nursing Schools in region VII particularly in Cebu, Bohol and Negros Oriental. This study utilized a face data sheet to collect the demographics while the Palliative Care Competence Framework was used to determine the level of palliative care competence.

The collected data were subjected to processing and analysis using IBM SPSS version 22. The respondent's profile and their level of competency on palliative care were presented in a frequency distribution table while the level of competency was computed by obtaining the total score for each domain. Scores below the median were interpreted as low competence while equal and above it was interpreted as high competence. An Eta (η) correlation coefficient was computed to determine the strength of the relationship between the respondent's profile and their competence in palliative care score.

The results of the study showed that the Nursing Faculty in the selected Nursing Schools in Region VII has a high competence in Palliative Care. Age in general may not be a factor in palliative care but is significant in improving the professional and ethical practice of the Nursing Faculty in the context of palliative care. Gender is not considered to be a factor in the development of palliative care competency. Educational background, teaching experience as a Nursing Faculty and staff nurse experience (hospital or community) are considered significant factors and are therefore important in framing one's palliative care competencies.

The output of the study is a Nursing Faculty enhancement program consisting of a three-phase approach: A seminar entitled, listening to the Unspoken Need for Palliative Care, a special training course for palliative care, and a Nursing Faculty small-group sharing. All these activities are geared towards enhancing further the competencies of the Nursing Faculty in palliative care.

FACTORS LEADING TO ABSENTEEISM AMONG HEALTH CARE PROVIDERS IN WEST VISAYAS STATE UNIVERSITY MEDICAL CENTER IN ILOILO CITY: PROPOSED PREVENTIVE MEASURES

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ABSTRACT

This study determined the factors leading to absenteeism among health care providers of West Visayas State University Medical Center in Iloilo City in terms of their personal profiles, health status, family responsibilities, job demands and job satisfaction.

A descriptive-correlational research study was used to describe the relationship among variables. A total of 160 respondents were utilized comprising of nurses and resident physicians and were determined using the stratified random sampling. Data were collected employing self-administered questionnaire. Participation was voluntary and confidential.

Absenteesim remained a significant problem in West Visayas State University Medical Center. Both personal and work-related factors greatly influenced absenteeism among the nurses and resident physicians. Among the profile of the respondents; being a married, female nurse significantly influences absenteeism. Flu, diarrhea and headache are among the most common illnesses identified. Family responsibilities leading to absenteeism showed that majority of the respondents watched over small children/elderly folks and attended family related occasions/obligations. Most cases perceived their job as demanding in terms of staff shortages, taking care of patients more than the required standard and working beyond prescribed hours. Some of the identified problems in terms of job satisfaction were: poor working conditions, less praises they get for a job well done, less pay in relation to amount of work and less chances for job advancement.

**EXPERIENCES OF PARA-ATHLETES IN THEIR
PARTICIPATION IN DRAGON BOAT RACING:
PROPOSED MEASURES FOR SPORTS
INVOLVEMENT**

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ABSTRACT

This study aimed to explore the experiences of para-athletes through participation in dragon boat racing in the light of the Doing-Being-Becoming framework in order to propose measures for advocating the involvement in sports among persons with disability. This study utilized a qualitative research design specifically phenomenological approach as a method in gathering the nature of the experience of the para-athletes in their participation in dragon boat racing. Semi-structured and individual audio-taped interviews between the researchers and participants were utilized for obtainment and elaboration of data. The study was conducted at the PADS office located in The Marina Seaview, Barangay Ibo, Lapu-Lapu City. The participants were para-athletes whose ages range from 22-39 from Philippine Accessible Disability Services, Inc. (PADS) Adaptive Dragon Boat Team, who have at least 1-year experience with the team in competing for local and/or international races.

Six (6) participants, five (5) male and only one (1) female, were recruited for the study. Four (4) of the participants have varying orthopedic conditions such as Polio, Amputations and Congenital Anomaly and the remaining two (2) have visual and hearing conditions, respectively. The audio narratives of the participants were transcribed and analyzed using the phenomenological approach. Four major themes emerged from the gathered data: Paddling Through Life; Paddling Past Adversity; Paddling Between Doubts and Self-worth, and Paddling Towards Inclusion which all captured the

experiences of para-athletes in their participation in dragon boat racing.

Consequently, measures for sports involvement was proposed in line with the identified themes. The outcome of this study is instrumental for persons with disabilities (PWD) to engage in sports and improve their occupational performance. Furthermore, this study will promote inclusion of PWDs in sports participation. For further studies, the researcher recommends to expand the research population to gather more salient information and continue, implement and monitor the effectiveness of the proposed measures developed in this study.

EXPERIENCES OF THE PRACTICING OCCUPATIONAL THERAPISTS IN BOHOL: PROPOSED ENHANCEMENT OF PRACTICE

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ABSTRACT

There is currently a dearth of information regarding the application, advantages, and challenges in occupational therapy practice in Bohol, Philippines. The study utilized a phenomenological qualitative design to explore the experiences of six (6) occupational therapists who are practicing within Bohol, including the researcher-respondent. Data were gathered through one-on-one in-depth interviews and focus group discussion. The narratives from the dialogues were analyzed and interpreted.

The themes that emerged describe how occupational therapists in Bohol feel the need to augment their skills and competencies in organization and administration, activity analysis, and therapeutic use of self in order to provide best OT practices in the local setting despite the existing pragmatic and contextual limitations. The findings have been used as basis to develop a seminar/training program to enhancement the skills and competencies in organization and administration, activity analysis, and therapeutic use of self.

THE MEALTIME EXPERIENCES OF PARENTS OF CHILDREN WITH AUTISM SPECTRUM DISORDER IN CEBU CITY: PROPOSED GUIDELINES FOR MEAL MANAGEMENT

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ABSTRACT

The study is aimed to interpret and analyzed the parents' experiences during mealtime with their children diagnosed with Autism Spectrum Disorder who are undergoing Occupational Therapy intervention in different pediatric clinics in Cebu City. The researcher wanted to determine the themes associated with experiences. The study was conducted in different settings; the focus group discussion in a rented conference room of Intercare Life Skills Center in A.S. Fortuna Mandaue City, a private pediatric clinic that also serves children with disabilities and the individual interviews in pediatric clinics and the individual interviews conducted in coffee shops convenient to the respondents' homes. The respondents were six mothers who carry the mealtime activity with his/her child. This study utilized a qualitative research design specifically phenomenological method in gathering the nature of the experience of the respondents in providing meal to his/her child. A Focus Group Discussion followed by individual interviews between the researcher and respondents were implemented and researcher observation was utilized for the data gathering. The researcher transcribed the recorded data then narratives were arranged in chronological order and written for analysis. Phenomenological analysis was utilized for the respondent's experiences as seen from the themes that were extracted from the respondent's interview.

From the six (6) respondents who participated in the study, four (4) themes were found. First, dining and unison, family unity;

mealtime unity, in which the family especially the mothers value mealtime and see it as a sacred time in the household with the concept of bringing the family together while sustaining the basic needs. Whenever the child with ASD would eat with other members of the family, the parents felt a sense of warmth, completeness and family unity. Second, one child's meat is another child's poison which describes the stressful and exhausting processes of providing meal to the child with Autism Spectrum Disorder who exhibited selective eating and food aversions. The meals that typical child enjoy and crave are alarming and sensitive for a child and this caused parents' anxiety over the child's health and proper nourishment. Third, inducement to eating: tolerance or manipulation?; the theme narrates how mothers would spend hours trying to make sense of the situation of trying out several recipes in order to induce the child with Autism to eat which is frustrating and can drive some mothers to tears. The parents may also resort to the use of force. Lastly, the theme catch me if you can which characterized the typical scenario of the mothers chasing the child around and prompting the child to sit that caused frustration and impact quality time of family . This is reflective of disruptive mealtime behavior that would consist of "run and chase" incidents therefore mealtime is an episode of "catch me, if you can."

Based on the themes extracted from the narratives of the respondents, the researcher made Guidelines for Meal Management of Children with Autism for the parents, families, Occupational Therapists and the significant others that could use to gain more understanding of the skills that are pre-requisites for mealtime participation. The guidelines could be used by the sectors concerned to improve mealtime behaviors, be flexible to the changing environment, provide proper nourishment and positive mealtime atmosphere for the family of Autism children.

THE QUALITY OF LIFE OF COMMUNITY-DWELLING ELDERLY IN CEBU CITY: PROPOSED FRAMEWORK FOR GERIATRIC MENTAL HEALTH PROMOTION

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ABSTRACT

This research study on the elderly aimed to establish the profile and the quality of life of the community-dwellers in selected barangays in the City of Cebu. Consequently, the study wanted to identify the essential elements that will contribute to the framework for geriatric mental health promotion.

The study utilized the Descriptive Survey Research Design at selected barangays in Cebu City including Guadalupe, Labangon, Punta Princesa and Tisa, where a total of 113 respondents were gathered through Purposive Non-probability Sampling method. A two-part questionnaire was used to determine the quality of life of the community-dwelling elderly. The first part contained a cluster of questions to identify the demographic profile of the respondents in terms of age, gender, marital status, educational attainment, financial status, living condition, and health status. The second part contained questions in the form of an opinionnaire pertaining to the respondents' self-esteem, physical self-maintenance, social network, and satisfaction with life.

Majority of the community-dwelling elderly of Cebu City who are included in the study belonged to the 60-71 age group (74.34%). Majority of them are females (73.45%) in contrast to males (26.55%). Furthermore, majority of the respondents are married (65.49%), most have completed up to elementary (37.17%). Almost half of the surveyed respondents are financially independent (47.79%) and are living together with their spouses and children (38.94%). The top three medical conditions of the community-dwelling elderly include

high blood pressure (52.21%), arthritis (36.28%) and diabetes (19.47%).

The quality of life of the community-dwelling elderly of Cebu City are the following according to the different factors: self-esteem with a factor average of 3.68 is interpreted as "Above Average Self-Esteem", physical self-maintenance with a factor average of 4.89 is interpreted as "High Independence", social network with a factor average of 3.17 is interpreted as "Average Social Network" and satisfaction with life with a factor average of 4.08 is interpreted as "Above Average Satisfaction with Life". Over-all, with a general average of 3.96, the level of the quality of life of the community-dwelling elderly is interpreted as "Above Average Quality of Life."

The proposed framework for geriatric mental health promotion is designed to strengthen the biopsychosocial aspect of the community-dwelling elderly to empower them and the community to act and to respond to developments which have a direct or indirect bearing on the mental health.

The researcher concludes that the community-dwelling elderly in Cebu City has an above average quality of life.

**EFFECT OF SELF-ADMINISTERED INTERVENTION ON THE
E-LEARNING SELF-EFFICACY OF OPERATING ROOM
NURSES IN CEBUDOCTORS' UNIVERSITY HOSPITAL:
PROPOSED GUIDELINES FOR IMPLEMENTATION**

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ABSTRACT

The study determined the effect of a self-administered intervention on the e-learning self-efficacy of the operating room (OR) nurses of Cebu Doctors' University Hospital. An action research, one group pretest-posttest design was utilized involving 31 OR nurses of the selected hospital. E-learning self-efficacy was measured using the Modified E-learning Readiness Assessment Tool (MERAT) as adapted and with permission from the original author, Doculan (2016). The tool possessed good psychometric properties based on Philippine setting. It has a score range of 16 to 80. Pretest and posttest was administered using the MERAT at the operating room unit of CDUH for data collection.

The intervention of the study was designed and developed using the Intervention Mapping Protocol (IMP). It is a 6-step process which includes (1) Logic Model of the Problem, (2) Logic Model of Change, (3) Intervention Design, (4) Intervention Production, (5) Implementation Plan and (6) Evaluation Plan. The product of the IMP process resulted into the Self-Administered Intervention for E-learning Self-efficacy (SAIES). It is a computer-based intervention utilizing Behavioral Change Strategies (BCTs) to enhance self-efficacy. Its effect was determined by using the MERAT after compliance.

An item analysis of the e-learning self-efficacy indicators was conducted. The factor average for pretest is 4.0 with mean score range of 3.29 to 4.55 obtained for the indicators. The factor average for posttest is 4.36 with mean score range of 3.52 to 4.84 for the indicators. The difference between the factor averages is 0.36, with a

range from 0.07 to 0.91 as difference among indicators of e-learning self-efficacy.

The median score for e-learning self-efficacy among the participants of the study during pretest was 66, with scores ranging from 43 to 78. The e-learning self-efficacy median score increased to 72, with score ranging from 53 to 80, during the posttest. Data were statistical treated using Wilcoxon Signed-ranks test. The difference of 5.03 between the pretest and posttest scores was found to be significant with $p < 0.05$ at 95% level of confidence ($z = -3.103$, $p = 0.002$). The effect size for this analysis ($r = 0.56$) showed a medium effect.

The e-learning self-efficacy indicators were subdivided into clusters. Four clusters were areas of concern namely: Complex Computer Skills, Online, Etiquette, Troubleshooting and E-learning Platform.

Guidelines to implement e-learning as a modality for surgical training among OR nurses were proposed based from the findings of the study. The proponent of this study emphasized on the following guidelines in implementing e-learning programs: Explore Platform, Increasing Complexity, Etiquette on the Net and Technical-support Requisition, packaged as the EPICENTER guidelines for implementing emphasized.

**CAREGIVER COMMITMENT TO AMELIORATE THE QUALITY
OF LIFE OF CHILDREN WITH CEREBRAL PALSY:
PROPOSED CAREGIVING GUIDELINES**

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ABSTRACT

Cerebral Palsy is the most common motor disability among children affecting bodily functions which involves motor skills and muscles responsible for breathing, talking, eating and bowel control. Caring for children with cerebral palsy is overwhelming and demanding. It entails deliberate care and commitment as functional limitations are involved along with medications and therapies affecting the quality of life of children with Cerebral palsy. The study aimed to analyze and interpret phenomenologically the narratives of caregivers of children with cerebral palsy undergoing treatment or had their treatment with ASP Physical Therapy Center in Naval Biliran. This study utilized a qualitative phenomenology focus group discussion research design. Individualized in-depth interview was conducted prior to focus group discussion.

The researcher obtained results of the interview through note taking and audio recording device which served as the baseline of the study and transcribed the proceedings and made notations on the behaviour and body language of the respondents as they responded to the researcher's questions. The researcher made use of "foregrounding" or conversion of themes on truisms about life in the narratives into language that captures the gist of the experiences.

The researcher expanded the themes while doing a linguistic analysis of words that aptly described significant experiences. The prevailing themes identified based on the narrations of the caregivers are 1) God, Are You There? 2) Support: How and When? 3) Socialization: Life's Meaning 4) Acceptance and Commitment and; 4) Fear and Hope.

Based on the themes extracted from the narrations of caregivers of children with cerebral palsy, the researcher proposed the Caregiving Guidelines for the purpose of benefiting the children with cerebral palsy. The guideline encompasses the following: 1) Understanding Cerebral Palsy as a Condition; 2) Coping Caregiver Frustrations; 3) Physical Therapy Interventions; 4) Social Participation; 5) Eating and Feeding ; 6) Rest and Sleep.

**THE IMPACT OF DEPRESSION AND ANXIETY ON
FUNCTIONALITY AMONG COLLEGE STUDENTS IN
MINDANAO STATE UNIVERSITY ILIGAN
INSTITUTE OF TECHNOLOGY: PROPOSED
DEPRESSION AND ANXIETY
PREVENTION PROGRAM**

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ABSTRACT

The study aimed to understand the impact of anxiety and depression on the functionality of a student, since there were limited studies about this research in school or non-clinical settings. The study was a descriptive predictive which used standardized tools to measure the regression of the variables anxiety and depression as the predictors, and the functionality as the outcome variable. The standardized instruments were the Patient Health Questionnaire - 9 (PHQ 9), Generalized Anxiety Disorder (GAD-7), and World Health Organization - Disability Assessment Schedule 2.0 (WHO-DAS 2.0). The college students of MSU-IIT were chosen to be part of this study, with a total of 6,757 participants, the results showed that there were depression (with a mean of 9.52, interpreted as mild depression) and anxiety (with a mean of 7.50, interpreted as mild anxiety) tendencies that were existing in the university and these mental conditions were positive significant predictors of the difficulties of the students to function in terms of their cognitive ability, vigor to move around, interest to take care of themselves, getting along with other people, performing household or schoolwork activities, and participating in the community activities (p-value of 0.000). Concluding that the difficulty of a student to function was affected by the presence of emotional problems like depression and anxiety. An intervention program that will aim to improve the functionality of the college students to prevent anxiety and depression was recommended in the study.

**ACTIVITIES OF DAILY LIVING AS A PREDICTOR TO QUALITY
OF LIFE AMONG OLDER ADULTS IN THE COMMUNITY
PARTNERS OF CEBU DOCTORS' UNIVERSITY IN THE
CITIES OF MANDAUE AND LAPU-LAPU:
PROPOSED WELLNESS PROGRAM**

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ABSTRACT

The present study sought to determine the activities of daily living as a predictor to quality of life among older adults residing in the partner communities of Cebu Doctors' University in the cities of Mandaue and Lapu – Lapu. This served as the basis for developing the Wellness Program which aims to maintain the older adults' ability to function independently to have high quality of life.

A descriptive predictive research study involved one hundred two (102) older adults residing at Subangdaku and Tipolo of Mandaue City; Calawisan and Marigondon of Lapu- Lapu City were chosen through purposive sampling. Three standardized research tools, 1) Katz Independent Activities Daily Living, 2) Lawton – Brody Instrumental ADL and 3) Older People Quality of Life were utilized to arrive at the specific facts. Profile was established where 36 were males and 66 were females; most belong to 65 – 75 years of age. 35 attained up to elementary level, 31 graduated elementary, while a few reached high school and graduated college. 64 have comorbidity, while 38 do not have. The living condition was seen to have 46 older adults who live with spouse and children and few proportions live either with spouse, children or relatives and only 1 was living alone.

The mean scores for basic and functional activities of daily living among the respondents were established at 5.62 (± 0.97) with a range of 0 to 6 and 6.36 (± 1.83) with a range of 0 to 8 respectively. The quality of life is determined with a mean score of 54.34 (± 6.05) ranging from 41 to 65. Data were statistically treated using

Kolmogorov – Smirnov (KS) test showing approximately normal distributed errors, $D=.074$ and $p=.191$.

Through linear regression model, it was determined that activities of daily living specifically when performing the basic task ($F(4,99)=11.73$, p -value= .000, $R^2_{Adjusted}=.18$) significantly predicts quality of life among the geriatric respondents. Further, for every point increased in performing the basic ADL independently, the respondents' quality of life increases by 2.62 points.

A Wellness Program as the output of the study was proposed based on the findings of the study. It composed of the structured seminar and wellness activities for older adults that the researcher emphasized to implement during the Geriatric Classes in the University's respective community partners.

**KNOWLEDGE, ATTITUDES AND FUTURE WORK INTENTIONS
WITH THE OLDER ADULTS AMONG SENIOR NURSING
STUDENTS IN CITIES OF CEBU AND MANDAUE:
PROPOSED ENHANCED COURSE PLAN**

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ABSTRACT

This study determined the correlation between knowledge, attitudes and future work intentions with the older adults among senior nursing students in cities of Cebu and Mandaue. A descriptive correlational method of research was done to arrive at the definite profiles of 185 senior nursing students from the different Colleges of Nursing at Cebu Doctors' University, Velez College, Cebu Normal University and Southwestern University – PHINMA.

The study utilized three (3) research tools namely: Tool 1 - Facts on Aging Quiz (FAQ). The FAQ is composed of 25 statements that deals on the older adults' physical, psychological and social facts. Tool 2 - Kogan's Attitudes Toward Old People (KAOP) Scale. The tool measures the attitudes toward older adults. It contains 34 statements of which 17 are positively rated and 17 are negatively rated about older adults. Tool 3 - The Intent to Work with Older People Questionnaire. This tool explores the effectiveness of education in preparing nurses to meet the needs of older people. The 15-item questionnaire asked nursing students about their future work intentions with older people.

Profile of respondents show that majority are between the ages of 18 –21 years old, Female, Filipino and Living with Parents. The mean score for Knowledge of the Older Adults among the respondents was computed at 12.71 and interpreted as knowledgeable. The factor average for Attitudes Towards Older Adults was at 3.86 and interpreted as negative attitudes, while the Future Work Intentions with Older Adults was at 3.72 and interpreted as low future work

intentions. Eta Correlation was used to compute relationship between Profile and the Future Work Intentions with the Older Adults. Female respondents and those above 21 years old were more likely will have future work intentions with the older adults, likewise with the respondents who are half Filipino with Chinese/Vietnamese/Spanish blood & those living with relatives. Pearson Correlation was used to measure the relationship of Knowledge and Attitudes to Future Work Intentions with the Older Adults. A weak and negative correlation was seen between knowledge on the older adults and future work intentions but a moderate correlation between attitudes and future work intentions. A proposed enhanced course plan was designed based on the significant findings of the study. The researcher emphasized on improving classroom teaching-learning sessions and actual clinical experiences of the students.

It can be concluded that senior nursing students of the selected schools in the cities of Cebu and Mandaue are knowledgeable on the average. They exhibit negative attitudes toward older adult and low future work intentions. The future work intentions of these students are affected by their attitudes but not influenced by their knowledge.

**AMBULANCE AND AMBULANCE SERVICE PROVIDERS
LICENSING COMPLIANCE AMONG HEALTH
FACILITIES IN CEBU:
PROPOSED GUIDELINES**

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ABSTRACT

The purpose of this study is to evaluate the readiness of health facilities in Cebu as per the new guidelines set forth under Administrative Order 2016-0029 "Rules and Regulation Governing the Licensure of Ambulances and Ambulance Service Providers" issued by the Department of Health. This Administrative Order sets the same standard in regulating all ambulances owned by either government or private entities. With the release of these new guidelines, all hospitals, especially Level 3 hospitals, are required to have an ambulance as part of their hospital's License to Operate (Department of Health [DOH], 2016).

For the past years, the misuse of ambulance vehicles has been increasing. Such misuse includes transporting any patient including the dead and running an ambulance without trained personnel, emergency medicines, and lifesaving equipment. Unfortunately, these occur frequently enough that it has become acceptable to end-users. With these, the DOH tried to remedy the problem by identifying the standard of what an ambulance should be. The guidelines focuses on the six (6) major areas of ambulance: 1.) Service delivery, 2.) Personnel, 3.) Ambulance, 4.) Environmental Management, 5.) Information Management, and 6.) Equipment, Medicines and Supplies. The study shows that ambulances owned by private health facilities are more compliant than the government-owned ambulances with a mean score of 75.6278 ± 23.38669 and 52.5083 ± 25.95263 respectively. Among the six major areas of regulation, it appears that Personnel is the most compliant with 74% compliance index and

Service Delivery as least compliant with compliant index of 50%. These prove that majority of the ambulances of Cebu has competent and trained personnel while the Service Delivery, which focuses more on documentation and standard operating procedures, has still a lot to work on. Yet this does not eliminate the fact that all facilities that were part of the study were not compliant to the standards. However, as per licensing processes, these health facilities were given 30 days to comply from the date of monitoring, an ample time to correct their deficiency.

With the above findings, the researcher has formulated a proposed set of guidelines that can be used by the Department of Health or interested stakeholders to implement such rule efficiently since all licensed ambulances are monitored annually to ensure that the standards being set is continually maintained.

LEVEL OF AWARENESS ON ERGONOMICS IN LAPAROSCOPIC SURGERY AND WORK-RELATED MUSCULO-SKELETAL SYMPTOMS AMONG SURGEONS IN ALL PRIVATE HOSPITALS IN METRO CEBU: PROPOSED GUIDELINES

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ABSTRACT

This study employed the descriptive-correlational design, which aimed to determine the level of awareness and the different work-related musculo-skeletal symptoms among surgeons who perform laparoscopic surgery in Metro Cebu. This study also sought to find out if there is association between work-related musculoskeletal symptoms and the various variables under personal profile and the level of awareness on ergonomic guidelines of the respondents.

The respondents were all senior and junior consultants who performed laparoscopic procedures in different hospitals in Metro Cebu during the year 2017. There were a total of 82 respondents. These laparoscopic surgeons perform procedures within the digestive, thoracic, urologic, orthopedic and gynecologic specialties, and are affiliated with any of the 13 hospitals in Metro Cebu.

A total of 82 laparoscopic surgeons participated in this study. Majority of the surgeons or 69.5% are males. The mean age of the studied population is 45, with average height of 165.3 cm. Most of these laparoscopic surgeons are right handed. The average glove size is 6.9 or roughly size 7.0. About 82.9% of the respondents were assessed to have moderate level of awareness on the ergonomics of general laparoscopic surgery.

The reported musculo-skeletal symptoms are pain/discomfort in the following areas with the corresponding % of the surveyed surgeons: the most common is the neck (85.37) and followed by the upper back (76.83). The areas reported to have Cornell Musculoskeletal Discomfort Questionnaires (CMDQ) Scores are basically the same areas reported to have complaints due to pain or discomfort. The

areas with their mean CMDQ scores are the following: Neck (4.33); Upper Back (7.78). In this study, respondent's age, height, dominant hand and glove size are not related to the work-related musculoskeletal symptoms they experienced.

The relationship between the stated variables and the respondents' CMDQ scores are all negligible. However, respondent's sex has a weak relationship between the stated variables and the respondents' CMDQ scores are all negligible. However, respondent's sex has a negligible.

Based on the findings of the study, majority of the surgeons showed moderate awareness on the different ergonomic principles applied in minimally invasive or laparoscopic surgery. Neck pain is the most common among the work-related musculoskeletal symptoms among laparoscopic surgeons in all private hospitals in Metro Cebu

**LEADERSHIP CONSTRUCTS OF PHYSICIAN MANAGERS
IN CHONG HUA HOSPITAL: PROPOSED
LEADERSHIP MANAGEMENT
TRAINING PROGRAM**

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ABSTRACT

This study determined the dominant leadership construct and sought determine the association with leadership outcomes using the Multifactor Leadership Questionnaire(MLQ-5X) by Bass and Avolio. The 72 respondents were all physician managers of a tertiary hospital in Cebu City during the year 2017. Physician managers were then classified into any of the leadership constructs and outcomes of leadership based on the results of the survey. Then based on the results of the MLQ, a management training program plan was drafted. The mean age of the physician managers is 44.06 with a standard deviation of 12.4 years. Thirty-four or 47.2% of the studied population are aged 40 years old and below and the rest, about 52.8% are aged above 40 at the time the survey was conducted. Majority of these physicians are female, accounting for 65.3% of the total population. More than half of the surveyed population or about 56.9% only have less than 3 years of management experience. While majority of the surveyed population are above 40 years old, not all of the leaders have been in the management aspect of the clinical setting for so long. The rest of the surveyed physicians account for about 29.2% who have had 3-10 years of management, and only about 13.9% have been managers for more than 10 years. Majority of these leaders (68.1%) have already attained fellowship as their highest medical training.

Majority of the physician managers included in this study adopted more of the transformational leadership construct, with an average MLQ score of 3.01 and that displaying more of the transformational leadership construct has led to a positive correlation of the leader's performance as assessed in the outcome measures of Satisfaction,

Extra Effort and Effectiveness, in decreasing order. Compared with the norm, the study population had high percentile rankings for Management-by-exception active(MBEA) and Laissez-Faire (LF), and low percentile rankings for Idealized Attributes (IA) and Individualized Consideration (IC).

Based on this study, the gathered and presented data shows that the dominant leadership construct for the physician managers in the study hospital is transformational leadership.

**EXPERIENCES OF OCCUPATIONAL THERAPISTS, TEACHERS
AND MOTHERS ON SCHOOL READINESS AMONG CHILDREN
WITH GLOBAL DEVELOPMENTAL DELAY IN A
KINDERGARTEN SCHOOL IN THE CITY OF
SAN FERNANDO, PAMPANGA:
PROPOSED INCLUSIVE EDUCATION**

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ABSTRACT

Having a child with disability involves transition from early intervention to school setting, and it is imperative to know when the child is ready for school. This study analyzed the experiences of occupational therapists, teachers, and mothers with school readiness among children with Global Developmental Delay (GDD) in a Kindergarten school in the City of San Fernando, Pampanga in order to present proposals for an inclusive education.

A total of nine (9) respondents participated in the study, three (3) from each group (occupational therapists, kindergarten teachers and mothers). The study utilized qualitative data in the form of one-on-one semi-structured, audio-recorded interviews. A focus group discussion (FGD) was then conducted to validate the results from the interviews. The researcher was keen to ascertain the themes from the narratives of the respondents. Themes were then extracted to discuss their experiences on school readiness of children with GDD, which are the following: Could Expectations Become Actualities, Child Ready or Not Ready, Getting the Child Ready for School, My Role: How Do I See Myself, and Inclusive Education: Myth or Reality.

The findings indicated that school readiness is an important factor for predicting children's school success and that the characterizations of school readiness are multi-dimensional. Increase awareness of the concept of inclusive education and awareness of OT services for children with special needs must be further promoted.

**PRIMARY CAREGIVERS' EXPERIENCES ON THE EATING
HABITS OF CHILDREN WITH AUTISM SPECTRUM DISORDER
(ASD) IN A CENTER AT SAN FERNANDO, PAMPANGA:
PROPOSED GUIDELINES**

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ABSTRACT

Feeding concerns is one of many challenges that caregivers of children with ASD face daily. Six primary caregivers were interviewed and asked to share their experiences during meal times. Narrative and thematic analysis were utilized. Analysis found similar experiences among the respondents while some differed in their responses. Most of the responses reflect frustration and disappointment whenever they encounter problems. Their concerns involve selecting healthy food preferences, establishing consistent routines and habits, and managing behavior. The following themes were extracted from the narratives: (1) Child Alone, Caregiver Free, (2) Gadget-free Eating, (3) Ready with Gadget, (4) Eat and Run!, (5) Feeding Time, Frustration Time, (6) Brand Loyalty, (7) Consistently Inconsistent?, and (8) My Expectations, My Frustrations. Different experiences surround the caregivers and their child which affect the outcome of feeding.

**PERSPECTIVES OF SPECIAL EDUCATION (SPED)
TEACHERS AND PARENTS ON THE PROVISION OF
OCCUPATIONAL THERAPY SERVICES IN PUBLIC
SCHOOL: PROPOSED POLICY BRIEF**

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ABSTRACT

Children with special needs ideally need allied health professionals such as an occupational therapist in addressing their specific developmental skills. Philippine public schools currently doesn't have any of these professionals. This study aimed to interpret and analyze the experiences of SPED teachers and parents on the provision of occupational therapy services in public schools. Using a qualitative approach, the researcher interviewed 8 SPED teachers and 8 parents of pupils with special needs in 6 different public schools in the National Capital Region using semi - structured interviews and a focus group discussion in getting their narratives. Recorded data were transcribed and coded for extraction of themes.

From the narratives, the following themes were extracted: 1. Your Role Cannot be Your Role, 2. Prioritizing without Action, 3. Aid Delayed is Aid Denied, and 4. Low Supply, High Demand

The findings indicated that SPED teachers and parents of students with special needs are greatly in need of free occupational therapy services in schools. The proposed inclusive education for children and youth with special needs act lacks implementing guidelines for occupational therapy services to address the specific needs of the students, the parents, SPED teachers, and general education teachers. Thus, a proposed policy brief was made by the researcher.

**EXPERIENCES OF INJURED MILITARY PERSONNEL
DURING THE MARAWI SIEGE: PROPOSED
OCCUPATIONAL THERAPY PROGRAM**

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ABSTRACT

Having an injury is a problem for majority of the civilians already, but an injury of a military personnel during combat is most traumatic. This can be very difficult because for a soldier this is one of the most stressful occupations everywhere in the world. Since this is a major significant change in their occupation performance, this affects the common and habitual activities that the injured soldiers physically perform daily, which also include a psycho-emotional aspect that accompanies these injuries as well. This study aimed to interpret and analyze the perspective of injured soldiers that were involved in the Marawi Siege and who have occupational needs because of their occupational performance deficits. The researcher was keen to ascertain the themes from the narratives of the respondents. Six (6) injured soldiers who underwent physical and some occupational therapy session at V.Luna Medical Center in Quezon City, Metro Manila participated in this study. The researcher utilized qualitative data in the form of semi-structured interviews and open-ended questions. Interviews were transcribed through audio tape recorder and narratives were arranged in sequential order. The researcher was keen to ascertain the themes from the narratives of the respondents and extracted to discuss the current occupational needs of the injured soldiers. The themes extracted are the following: Family above all; Military Service: Serve and Protect; Acceptance of Injury; Knowledge of occupational therapy intervention; The Ennui of Being Bed-ridden; Wanted: Caregivers. The findings indicated that injured soldiers considered occupational needs to engage in family, leisure and community socialization as they heal their wounds and recover.

This suggests that guidelines were prepared for the purpose of promoting and maintaining balance between work, family, leisure and social participation. The participants should manage their time effectively to prioritize the health of their own body, mind, and spirit.

**EXPERIENCES OF EMPLOYED PERSONS WITH DISABILITY
IN SELECTED ORGANIZATIONS IN METRO MANILA:
PROPOSALS FOR AN INCLUSIVE WORKPLACE**

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ABSTRACT

Employment is a right that must be granted to each able-bodied or disabled person who has the motivation and ability to work. The study aimed to interpret and analyse the experiences and realities of employed PWDs as it would open avenues for therapist to create proposals for an inclusive workplace. The respondents for this study were eight (8) PWDs who are currently employed in varied companies and organizations in Metro Manila. They were medically diagnosed to have physical, neurological and developmental impairments. This study was conducted in selected locations and business establishments in Metro Manila. The researcher conducted individual interview and recorded data of the narratives was transcribed for analysis.

The predominant themes that can be extracted from PWDs experiences in the workplace includes Reality of Social Isolation, Legality vs Adjustment; Presence of PWDs in the Workplace Requires Adjustment; Talent and Disability: Not Incompatible? Empathy with Occupational Justice; PWDs and Equality of Treatment.

The findings resulted to the conclusion that despite the efforts of lawmakers to improve the plights of PWD employees, the implementation and execution of the law was hindered by the treatment being provided to employed PWDs. The data from this research revealed how the respondents were disabled by their experiences in the work environment.

**THE EFFECTS OF ELECTRONIC GADGET EXPOSURE TO
DEVELOPMENTAL DELAY PROFILE AMONG CLIENTS
OF VICENTE SOTTO MEMORIAL MEDICAL CENTER,
CENTER FOR BEHAVIORAL SCIENCES:
PROPOSED INTERVENTION PROGRAM**

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ABSTRACT

The purpose of the study was to determine the effects of electronic gadget exposure to the clients of Vicente Sotto Memorial Medical Center, Center for Behavioral Sciences – Psychological Services who were exposed to electronic gadgets for more than 2 hours and not exposed to electronic gadgets or exposed for less than 2 hours a day. The goal of the research study was to compare the developmental profile domains namely; physical, self-help, social, academic and communication age of the clients who were children and results were used to determine the difference of the effects. A descriptive-comparative research method was used and measured by a standardized tool called Developmental Profile II and a survey on electronic gadgets use of children. After the evaluation, the results showed that there was a mean of -38.09 difference in the physical age scores, a mean of -40.53 difference in the self-help age scores and lastly a mean of -19.76 in the social age score which indicates that children who were not exposed to electronic gadgets have a relatively bigger physical, self-help and social age scores in the assessment compared to those who were exposed to electronic gadgets. Most of these children had no or less interactions with their parents. The conclusion of this study is to address the deficits in the physical, self-help and social age domains. An intervention program was proposed for the children, parents and teachers.

**A CASE STUDY ON SCHOOL FUNCTION OF A CHILD WITH
AUTISM SPECTRUM DISORDER (ASD) AT DAISY'S ABC
SCHOOL FOUNDATION: PROPOSED GUIDELINES
FOR TEACHERS**

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ABSTRACT

The study aimed to explore the subject diagnosed with Autism Spectrum Disorder who is able to function in a regular school without receiving Occupational Therapy intervention. The respondents included the child with autism, her parent and her teachers in school whom have handled the child for at least one year. Data was gathered through interviews and observations. The videos, results of the assessment and narratives were transcribed and analyzed through a case study. The results showed the subject's inability to function well in school due to the following factors: presence of self-stimulating, sensory sensitivities and manipulative behaviors, inability of the school to provide the necessary facilities to cater the child's needs while in school, inability of the school to provide the proper assistance and adaptations for the child to function well in school and the teacher's lack of knowledge and skills in handling children with autism in school. The outcome of the study helped the researcher propose guidelines for the teachers of Daisy's ABC School Foundation to help them address the school function of children with autism effectively. For the future researchers, they are recommended to continue, implement and monitor the effectiveness of the proposed guidelines developed in this study. The guidelines would not only benefit the school under study but also other schools that accept children with special needs in an inclusive environment.

**PARENTS' COLLABORATION IN OCCUPATIONAL THERAPY
(OT) INTERVENTION FOR CHILDREN WITH AUTISM
SPECTRUM DISORDER (ASD) AT HOME: PROPOSED
GUIDELINES FOR ENHANCED INVOLVEMENT**

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ABSTRACT

The purpose of this study is to describe experiences of parents' collaboration in Occupational Therapy intervention of their children with Autism Spectrum Disorder (ASD) at home. Furthermore, this study aims to propose guidelines for enhanced participation and involvement of the parents. Seven (7) parents of children with ASD, currently receiving OT intervention participated in this study. Data was gathered through one-on-one interview, was audio recorded and transcribed. The researcher utilized a phenomenological approach in analyzing the data. Themes were then created based on the codes and how they relate with each other.

The themes identified were: 'My Child's Uniqueness, My Pride', 'Our Family: Struggles and Support', 'Parent's Collaboration: Challenge and Solution' and 'Parent's Hope and Expectation: A Priority'.

The findings showed that parents of children with ASD acknowledge the importance of collaboration in the OT intervention of their children at home. They recognized that their participation in home follow up is insufficient due to lack of training, lack of materials, not enough time, need of guidelines and reminders.

Parents' guidelines for enhanced involvement was proposed to improve their participation in Occupational Therapy intervention at home.

OCCUPATIONAL THERAPISTS' EXPERIENCES IN EXTENDING SERVICES IN METRO MANILA TERTIARY HOSPITALS: PROPOSED EMPLOYMENT DEVELOPMENT STRATEGY

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ABSTRACT

The purpose of this study was to describe the occupational therapists' experiences in Metro Manila tertiary hospitals in order to propose employment development strategies.

The study utilized a qualitative approach using a phenomenological approach. Twelve (12) occupational therapists working in different private and public tertiary hospitals in Metro Manila were interviewed with the use of open-ended and unstructured questions. Interviews were audio-taped and transcribed. Themes were drawn from the lived experiences of the occupational therapists.

The occupational therapists described their experience in extending services in Metro Manila tertiary hospitals through seven (7) themes namely (1) My Work, My Commitment; (2) Money is Not Everything; (3) My Occupation, My Source of Pleasure; (4) Every Employee is Equal to Others; (5) Exposure is All; (6) Challenge is the Core of Work; and (7) The Limit of Everything.

The findings revealed that the occupational therapists were generally underpaid in the hospitals. Their motivation to practice their profession was not diminished because of their attachments to their patients who depended on them for their physical and psychological wellness. However, these also forces them to entirely or partially shift into a different setting to compensate for their low income leaving the hospital and the patients vulnerable for occupational therapy services.

**ACCEPTANCE OF EARLY OCCUPATIONAL THERAPY
INTERVENTION AMONG PARENTS OF CHILDREN WITH
AUTISM SPECTRUM DISORDER (ASD) IN QUEZON CITY:
PROPOSED GUIDELINES**

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ABSTRACT

The current study investigated the parents' acceptance of early intervention in Occupational Therapy (OT) for children with Autism Spectrum Disorder (ASD). While it is known that early detection (0-3) of ASD is significant in achieving the goals of intervention, there is a lack of evidence relating to the reasons why some parents acquire OT services after the age of three. In this qualitative study, parents of 6 children with ASD completed the interview and gave a brief history of the child, their acceptance of the condition and factors in service acquisition. Noticing the symptoms of autism was related directly to parenting stress. In addition, parents experience a degree of social stigma wherein they are negatively labelled as a person. Given this possible contra-indication for early diagnosis and intervention for children with autism, it warrants caution and further investigation.

**LIVED EXPERIENCES OF POST-STROKE PATIENTS ON
ADJUSTME TO WORK IN METRO CEBU: PROPOSED
GUIDELINES FOR OCCUPATIONAL THERAPISTS**

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ABSTRACT

The subjective point of view of post-stroke patients in the different changes they had experienced as they returned to work had identified the barriers and facilitators in the workplace. This study analyzed and interpreted post-stroke patients experiences on their adjustment to work. Twelve (12) post-stroke patients were interviewed at their residences including four each in Cebu City, Mandaue City, Talisay City. A phenomenological approach was used to gather data. A semi-structured interview was utilized as the main instrument for data collection. Audio-recording was used to record the narratives of the respondents during the interview. Data was transcribed after and coded to produce themes.

Four themes was formulated from the narratives. These are the following: (1) Fear of Stroke Re-Occurrence: A Healthy Lifestyle Change and A Positive Outlook of Life (2) Supportiveness of Work Environment: Key Indicator to Successful Adjustment to Work (3) Therapy Helps: Rehabilitation beyond Rehab Centers (4) Redefining Work after Stroke: The Changes.

Based on the existing programs and theories that is well known to the profession and the experiences of post-stroke patients on their adjustment to work, the researcher had proposed guidelines that may help Occupational Therapists in dealing with post-stroke patients successfully adjust in the workplace.

ASSESSMENT OF DEMOGRAPHIC PROFILE AND COPING STRATEGIES IN RELATION TO THE ADHERENCE OF ANTIRETROVIRAL TREATMENT AMONG HIV-POSITIVE INDIVIDUALS IN CEBU PLUS ASSOCIATION INC.: PROPOSED COPING-BASED STRATEGY PROGRAM

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ABSTRACT

The aim of the study was to assess which demographic characteristics and coping strategies to deal with being HIV-positive are correlated with adherence to antiretroviral treatment among a sample of HIV-positive clients attending Cebu Plus Association Inc., a treatment hub for people living with HIV and AIDS. The study followed a descriptive correlational design and involved the recruitment of participants through convenience sampling. They were asked to answer three questionnaires during one session. The first was a demographic questionnaire. The second was the Brief COPE Inventory Test which measures the frequency of use of certain coping strategies. And the final questionnaire was the Simplified Medication Adherence Questionnaire (SMAQ) which determines whether a respondent is adherent or nonadherent to the treatment they are taking.

Most of the respondents were under 37 years of age, male, single, graduated from college, employed, and used antiretroviral treatment for four years or less. The sample relied on problem-focused coping slightly more than emotion-focused coping to handle HIV-related stress. In particular, acceptance, an emotion-focused coping strategy, was the most used specific coping strategy among the sample. The coping responses of the sample were analysed via exploratory factor analysis to form eight coping factors. Those factors that met the minimum Cronbach's alpha value as well as the demographic factors were then analysed through binary logistic

regression to determine which particular factors correlated with adherence to antiretroviral treatment.

Among the demographic factors, age correlated with adherence to antiretroviral treatment. Of the eight coping factors, substance use inversely correlated with adherence. These findings suggest that older HIV-positive clients who avoid substance use have a higher probability of maintaining adherence to antiretroviral treatment. Recommendations for Cebu Plus staff are to give attention to clients who are open with substance use and discourage such methods, inform them of available support at the treatment hub, and encourage positivity and discuss formation of plans to cope with HIV-related stress. Future researchers are recommended to increase the sample size to at least 300, include "dating" as a possible option for relationship status in the demographic profile, examine the study across multiple treatment hubs, and carry out longitudinal studies across months or years to verify the long-term effects of improved adherence to antiretroviral treatment.

**SPIRITUAL CARE CAFÉ ON THE LEVEL OF SPIRITUAL CARE
COMPETENCE AMONG NURSES OF SELECTED
CEBU DOCTORS GROUP (CDG) OF HOSPITALS:
PROPOSED SPIRITUAL NURSING
CARE PROTOCOL**

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ABSTRACT

The research design that was used is the one group pretest-posttest quasi-experimental design. The design has only one experimental group who went through the Spiritual Care Café. This research design was utilized to test causal hypothesis wherein, like experimental design, the café was viewed as an "intervention" which was considered as the treatment and tested for how it achieved the objectives, as measured by a pre-specified set of indicators, however, it lacked random assignment. The dependent variable was the spiritual care competency of the nurses which was measured before and after the intervention based on the use of a standardized tool. The findings were further validated using the patients' feedback mechanism particularly on the changes in the spiritual care dealings of the nurse to the patient before and after the Spiritual Care Café.

An Informed Consent Form was distributed by the researcher to the nurses with full disclosure of the study thoroughly explained as well as all questions and classifications are entertained and answered by the researcher. After they consented to answer the Spiritual Care Competence Scale, they were given a choice, without any discrimination of the result, to join the research intervention which was the Spiritual Care Café. The Spiritual Care Café was developed and modified to meet the dimensions based from Rene van Leeuwen's principal component, as approved for application from consultation by multiple spiritual leaders who validated the tool, following the five components comprising the basic model: The setting was based on

the structure of the venue which was creating a café-oriented environment with tables covered with Manila paper and crayons provided for each table together with five chairs.

Selection of the sample size of the study was based on the established inclusion and exclusion criteria of the study. In the implementation of the study, selection of the research participants included the following: (a) those licensed nurses under the Professional Regulations Commission, (b) assigned in the clinical and special services that includes, but not limited to, (1) the medical ward, (2) the surgical ward, (3) hemodialysis unit, (4) intensive critical care unit and (5) private rooms with medical and surgical cases in the selected tertiary hospitals under the management of one corporation as the locale of the study, (c) must have been working as full-time staff nurse for at least one year and (d) nurses who have rated 3.9 and below. Nurses who are not licensed, with a result of the spiritual care competency of 4.0 and are not working in the locale of the study will be excluded from the study. Nurses who have a result of 4.0 and above that are working in the locale will be allowed to join the Spiritual Care Café to avoid stigmatization of those that have low scores.

**THE OCCUPATIONAL NEEDS OF PRIMARY CAREGIVERS OF
SPECIAL CHILDREN IN TACLOBAN CITY:
PROPOSED SUPPORT GUIDELINES
FOR OCCUPATIONAL THERAPISTS**

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ABSTRACT

A child with special needs require deliberate care and support from primary caregivers in order to participate and perform effectively the areas of occupations needed to function in their daily lives. The aim and purpose of this study was to explore, describe, interpret, analyze the perspectives of primary caregivers on their occupational needs and proposed support guidelines for Occupational Therapists in their task of assisting primary caregivers of special children. Eight (8) primary caregivers of special children receiving Occupational Therapy services in the Eastern Visayas region of Tacloban City participated in the study and were subsequently interviewed. The study utilized the qualitative research methodology using the phenomenological framework in order to to extract themes regarding the occupational needs of primary caregivers of special children.

The themes extracted were: There is No "I" in Team, The Futility of Self-Care, Career Stagnation, Fun is No More, What about me? and Assimilation in Acceptance.

The commonality among the results described the need in the participation of vital and meaningful occupations aside from caring for special children. The proposed guidelines of the study is to support occupational therapists in their task in assisting caregivers of special children and indicate the occupational need for caregivers to establish balance in the participation of meaningful occupations.

ASSESSMENT ON THE SERVICES OF THE CEBU CITY TREATMENT HUB: PROPOSALS TOWARD QUALITY CARE

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ABSTRACT

This study originated from the initial evaluation of HIV patients gathered through the feedback forms accomplished by them during their visits at the VSMHC-Treatment facility, which evaluation had possibly identified areas of concern at the Cebu City Treatment Hub as well. Said areas of concern, through this study, were then validated as bottlenecks and gaps in the cascade or flow of services at the Cebu City Treatment Hub particularly as to the aspect of facility, counselling, testing, patients' link to care and treatment, and support services. Thus, an assessment of the current practices and services offered by the Cebu City Treatment Hub was made, an identification of the perceived problems pursued and recommendations and proposals were furnished toward improved quality care.

The researcher employed the descriptive correlational survey method. This method measured the quality of service rendered by the Cebu City Treatment Hub to their clients/patients who have experienced the process. This study was conducted to all clients/patients with HIV/AIDS cases from ages 18 and above who were getting their refill every 2 to 3 months in the Cebu City Treatment Hub regardless of their gender, age, civil status, educational attainment and occupation. A total of not less than 960 HIV patients of the said HUB were made respondents. Male (mostly MSM) respondents are highly susceptible to acquiring HIV than the female population because of reckless and unsafe sexual practices. Respondents whose age bracket is between 18-25 years old (the young key population) registered the highest incidence of HIV with the aggressiveness of youth playing a key factor and the strong

influence of drugs and alcohol. Those with lower educational attainment (specifically elementary and high school levels) have a greater risk and vulnerability to acquire HIV. The findings from the characteristics of respondents indicated that those unemployed have greater risk and vulnerability to acquire HIV.

Respondents in the study further indicated that the improvement of the Cebu City HIV Treatment Hub was anchored on the adoption of client-centered counselling of the theory of change. Respondents pointed the need of improvement/s in accordance with the standard WHO HIV/AIDS requirements for physical facility. Also, respondents in the study signified the need to improve Cebu City Treatment Hub's critical processes of quality HIV care such as information delivery and expediency, interpersonal processes, and the like.

The researcher concluded that there is a weak relationship between the HIV patients' personal characteristics and the quality of service of the Cebu City Treatment. Thus, the poor rating as evaluated by the HIV patients regardless of their gender, age, educational attainment, occupation and behavioral risk would evidently prove such weak relationship.

The study recommended the endorsement of its findings and recommendations to HIV program coordinator, HACT (HIV/AIDS Core Team) and to the different HIV treatment hubs for their evaluation and implementation. The researcher recommends for a further study with a bigger scope and/or population, possibly regional in size. Lastly, a study on drug resistance is recommended to be pursued to establish correlation especially on the problem of non-adherence to treatment.

**CLINICAL EXPERIENCE AND KNOWLEDGE ABOUT
DYSPHAGIA AMONG OCCUPATIONAL THERAPY
PRACTITIONERS IN METRO CEBU: PROPOSED
FIELDWORK EDUCATION FOR
DYSPHAGIA CARE**

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ABSTRACT

This study aimed to determine the relationship between clinical experience and knowledge about dysphagia among Occupational therapy practitioners in Metro Cebu in order to propose the fieldwork education for dysphagia care based on the findings of the study. The study utilized the descriptive and correlational method. The study involved a total of forty (40) Occupational therapy practitioners who are practicing from the different centers in Metro Cebu. A questionnaire about eating and swallowing difficulties was used in this study. Statistical treatment was done using the mean with standard deviation, correct percentage score, and Pearson correlation.

The results showed that clinical experience in terms of number of hours exposed to dysphagia patients during internship was described with a mean of one-hundred four (144) hours and a median of fifty-five (55) hours. Clinical experience in terms of number of dysphagia patients handled was described with a mean of eight (8) patients and a median of six (6) patients.

Furthermore, Occupational therapy practitioners who are practicing in the different centers in Metro Cebu had a moderate level of overall knowledge about dysphagia. In the first domain of signs and symptoms, respondents had a high level of knowledge of signs and symptoms on dysphagia. In the second domain of complications, respondents had a moderate level of knowledge of complications on dysphagia. In the last domain of management, respondents had a high level of knowledge of management on dysphagia.

The overall knowledge about dysphagia was strongly related to the clinical experience in terms of number of dysphagia patients handled. However, there was a moderate relationship between the overall knowledge about dysphagia and the clinical experience in terms of number of hours exposed to dysphagia patients. Specifically, the knowledge about dysphagia on signs and symptoms was moderately related to the clinical experience in terms of number of dysphagia patients handled. However, there was a weak relationship between the knowledge about dysphagia on signs and symptoms and the clinical experience in terms of number of hours exposed to dysphagia patients. The knowledge about dysphagia on complications was strongly related to the clinical experience in terms of number of dysphagia patients handled. While, there was a moderate relationship between the knowledge about dysphagia on complications and the clinical experience in terms of number of hours exposed to dysphagia patients. The knowledge about dysphagia on management was moderately related to the clinical experience in terms of number of dysphagia patients handled. However, there was a weak relationship between the knowledge about dysphagia on management and the clinical experience in terms of number of hours exposed to dysphagia patients.

Based on the findings of the study, the fieldwork education for dysphagia care for the inclusion of dysphagia patients particularly the Occupational therapy student interns were made.

Consequently, Occupational therapy practitioners in Metro Cebu had moderate knowledge about dysphagia. Their knowledge about dysphagia was strongly related to their clinical experience. The fieldwork education for dysphagia care was designed for the Occupational therapy student interns.

**INTERNSHIP SITE EFFICIENCY AND CLINICAL
PERFORMANCE OF THE MEDICAL TECHNOLOGY
INTERNS OF CEBU DOCTORS' UNIVERSITY
FOR ACADEMIC YEAR 2017 - 2018: PROPOSED
TRAINING PROGRAM FOR THE
OUTCOMES-BASED
CURRICULUM**

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ABSTRACT

The study aimed to assess the internship site efficiency and clinical performance of the Medical Technology Interns of Cebu Doctors' University of Academic Year 2017 – 2018 for a proposed training program for OBE curriculum. It specifically sought to determine the correlation between the internship site efficiency and clinical performance of the Medical Technology Interns of Academic Year 2017 – 2018. The study utilized the descriptive correlational design to assess the internship site efficiency and clinical performance of the Medical Technology Interns of Academic Year 2017-2018 and the correlation between the two variables. The researcher utilized archived records of the internship affiliation evaluation and evaluation of intern's clinical performance.

The overall rating of internship site efficiency showed a weak correlation with the overall clinical performance of the interns ($\rho = .217$). This means that internship site efficiency has slightly reinforced the entry-level competencies of the interns because of the different mechanisms involved in each variable in achieving the reinforcement. A negative correlation was observed between the competency skills of the interns and accessibility of the internship site; and attendance and punctuality of the interns and the areas of facilities, procedures and methods used and knowledge and skills learned. These mean that the competency skills of the interns remained high despite the low

accessibility rating of the internship sites. Similarly, the attendance and punctuality of the interns have remained low despite the high rating of the facilities, procedures and methods used and the knowledge and skills learned in the internship sites.

The researcher concluded that the internship site efficiency and clinical performance of the interns having a weak correlation was able to efficiently and effectively reinforce the entry-level competencies of the interns independently. Different mechanisms were associated with each variable in achieving the reinforcement.

Based on the findings of the study, the researcher formulated a proposed training program for the OBE curriculum and was recommended for utilization.

**LEVELS OF ABSENTEEISM AMONG NURSING SERVICE
PERSONNEL AT SILLIMAN UNIVERSITY MEDICAL
CENTER: PROPOSED MANAGEMENT
POLICY ON ABSENTEEISM**

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ABSTRACT

This research aimed to determine the level of absenteeism among nursing service personnel working in all units at Silliman University Medical Center in Dumaguete City, as basis for the proposed management policies on absenteeism.

As a descriptive survey design, a paper-based questionnaire taken from Lesetja Francina Madibana's instrument on Factors Influencing Absenteeism Amongst Professional Nurses in London was given to the respondents. Four domains were taken from the Roy Adaptation Model (RAM) such as imbalance in Physiological Needs, Self-Concept, Role Function, and Interdependence.

Frequency and percentage distribution were utilized to analyze the profile - age, gender and marital status of the respondents. Mean score of absenteeism was computed to determine respondent's level of absenteeism. Results were presented using tables. IBM SPSS version 22 was utilized for data processing and analysis.

The results of the study showed that nursing service personnel at SUMC had moderate level absenteeism in the Physiological and Role Function domains while Self-Concept and Interdependence domains had low level absenteeism.

This research provided comprehensive proposed management policies on absenteeism for nursing service personnel and improved the delivery of health care services to their patients.

**ORGANIZATIONAL DEVELOPMENT INTERVENTION ON THE
CLASSROOM INSTRUCTION PERFORMANCE OF THE
BASIC EDUCATION TEACHERS AT ST. PAUL
COLLEGE FOUNDATION, INCORPORATED
(SPCFI), CEBU, PHILIPPINES**

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ABSTRACT

Improving teachers' performance in classroom instruction is one of the big challenges faced by the education industry. Classroom instruction is a vital element that affects student engagement, learning, and achievement. The effectiveness of classroom instruction however does not happen overnight and requires several training and experience on the part of the teacher.

The purpose of this study was to determine the effects of the organizational development intervention on the classroom instruction performance of the SPCFI basic education teachers on five main categories namely the learning environment, the teacher, the teaching learning process, the learner and the vision and mission. Utilizing the pretest-posttest pre-experimental method of research, the participants of the study were the 59 basic education teachers across all three campuses of SPCFI. These teachers were the recipients of the different teacher development program interventions. Moreover, this study utilized a researcher-made tool for teacher's performance evaluation on classroom instruction with validity index of 0.91 indicating that the questionnaire has a high validity content. Furthermore, in the analysis of data, the mean and the t-test for paired samples was used.

The findings reveal that there is a significant increase on the mean scores between the Pre ODI and Post ODI phases in all five categories. Specifically, in the category of the learning environment, the Pre ODI teachers' performance was 3.14, interpreted as below standard while

the Post ODI teachers' performance was 4.27, interpreted as within standard. In the category of the teacher, the results show that the teachers' performance was rated only as below standard (mean score = 19.17) before ODI was implemented. It went up to an almost double rating after ODI was successfully implemented in which the teachers' performance rose to within standard category (mean score = 38.64). The ODI for the teaching-learning process proved to be effective inasmuch as the Post-ODI teachers' classroom evaluation is way higher than the Pre-ODI evaluation. These are evidenced by mean scores of 96.4 and 42.34 respectively which marked a positive difference of 54.06. Moreover, the ODI for the learner proved to be effective inasmuch as the Post-ODI teachers' classroom evaluation is greater than the Pre-ODI evaluation. These are evidenced by total mean scores of 14.15 and 18.20 respectively. Furthermore, the ODI for the vision and mission proved to be effective inasmuch as the Post-ODI teachers' classroom evaluation in terms of this category, is higher than the Pre-ODI evaluation. These are evidenced by total mean scores of 2.54 and 16.83 respectively, posting a positive mean difference of 14.29. Finally, the t-test revealed significant differences on the teachers' mean performance between Pre ODI and Post ODI phases. This is evidenced by p-values ($p = 0.000$) which are less than the 0.05 level of significance. Thus, the null hypothesis was rejected.

Based on the findings of the study, it is concluded that the organizational development intervention was effective as it has brought significant development/improvement on the performance rating of the basic educational teachers in all categories of classroom instruction.

**ATTITUDES AND BEHAVIOR ON MEDICAL
PROFESSIONALISM AMONG RESIDENTS
AND MEDICAL STUDENTS IN SILLIMAN
UNIVERSITY MEDICAL CENTER,
DUMAGUETE CITY: PROPOSED
ENHANCED RESIDENCY
TRAINING PROGRAM**

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ABSTRACT

Medical professionalism has been a major component in the practice of medicine, but this is not an explicit competency in medical education. There is an increasing demand to incorporate medical professionalism in a longitudinal manner to make this a continuum, from medical school to residency. Technology has so much grown by leaps and bounds, but medical professionalism, which also includes the human aspect in the practice of medicine, has lagged behind. This study aims to investigate the attitudes and behavior on medical professionalism of a group of trainees particularly the fourth year medical students (senior clerks), the post-graduate interns, and the residents at Silliman University Medical Center who only have implicit competencies and correlate these with their profile.

The study was done from October to December 2018. The study was descriptive correlational. There were 153 respondents consisting of residents, post-graduate interns, and senior clerks who participated in the study. The questionnaire on attitudes and reported professional behavior included the nine commitments stipulated by the Charter on medical professionalism. The data were analyzed using frequency and percentage, and logistics regression analysis.

Majority of the respondents were in the 21-30 years old (90.2%) with the female having a higher percentage than the male. The results

showed that the majority of the respondents have a positive attitude (56.2%), and a favorable behavior (52.9%) towards medical professionalism. There was also a significant correlation on attitudes and behavior with involvement on an active mentorship program, but there was no significant correlation as to age, gender, classification of the respondent, and attendance to seminars or training on medical professionalism. The study also showed that the more positive the attitude was, the more likely that the respondent would exhibit a favorable behavior. However, there was a reluctance to disclose medical errors, report incompetent physicians and serious medical errors among the respondents.

Based on the findings of the study, positive attitudes and favorable behavior need to be reinforced by positive feedback thru the giving of awards and incentives to students and residents in order to encourage the deliberate practice of medical professionalism. Mentorship has a strong influence on the attitudes and behavior, so a program to develop faculty on medical professionalism is recommended. There was a need for honesty to be highlighted as a core competency in the medical professionalism, and corrective or remediation programs be established to address errors in the management of a patient and encourage reporting of incompetence and serious medical errors.

**PATIENT SAFETY CULTURE AT SILLIMAN UNIVERSITY
MEDICAL CENTER IN DUMAGUETE CITY: PROPOSED
AWARENESS PROGRAM**

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ABSTRACT

To answer the global call of the World Health Assembly (WHA) to promote patient safety as a fundamental principle of all health systems, the Department of Health released an Administrative order on National Policy for Patient Safety, the objective of which is to enforce and institutionalize the establishment of safety culture as one of the key element for achieving quality care.

Assessing the safety culture is proposed as a means to keep patient safe. A descriptive-correlational study was conducted at Silliman University Medical Center in Dumaguete City, with 333 respondents who had direct contact with the patients, utilizing an standardized tool on Hospital Survey on Patient Safety Culture approved by the Agency for Healthcare Research and Quality (AHRQ). The questionnaire consisted of 42 items grouped into 12 composite measures, which assess the relationship of the respondent's profile and the patient safety culture composites.

Based on the data gathered and presented the profile of the respondents revealed that most of the respondents were nurses (33.93%), have been working in the hospital for one to five years (46.55%); employed in their specific unit for one to five years (47.75%) and working for 40-59 hours (70.28%). Majority of them (90.99%) have direct contact with the patients.

The percent positive scores of the 12 composites were as follows: communication openness 65.37%, feedback and communication about error 81.18%, frequency of events reported 52.21%, management support for patient safety 68.87%, organizational learning-continuous improvement 81.58%, supervisor/manager expectations and actions promoting patient

safety 68.47%, teamwork across units 65.24%, teamwork within units 90.24%, and overall perceptions of patient safety 47.15%. Negatively worded statements of hands off and transitions resulted to a negative response of 50.15, nonpunitive response to error 46.85% & staffing 50.38 %. Regarding the relationship between the profile of the respondents and the patient safety culture composites, only the respondents' position had weak to moderated relationship.

In conclusion, it was found out that the The Patient Safety Culture at Silliman University Medical Center (SUMC) in Dumaguete City has a high percent positive scores on the following composites: Teamwork within units, Organizational Learning-Continuous Improvement, Feedback and Communication About Error, Management Support for Patient Safety, Supervisor/Manger Expectations and Actions Promoting Patient Safety, Communication Openness, and lastly Teamwork Across Units. A moderate relationship was noted between the profile of the respondents and their position.

**JOB STRESS AND BURNOUT AMONG RESIDENT
PHYSICIANS IN TRAINING IN NORTHERN
MINDANAO MEDICAL CENTER AND MARIA
REYNA XAVIER UNIVERSITY HOSPITAL
IN CAGAYAN DE ORO CITY:
PROPOSED COPING STRATEGY**

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ABSTRACT

The study aimed to determine the influence personal profiles and job characteristics on the levels of stress and burnout among residents of Northern Mindanao Medical Center (NMMC) and Maria Reyna Xavier University Hospital (MRXUH) in Cagayan de Oro City. A proposed coping strategy to help residents was developed based on the results of the study.

A descriptive and comparative research design was utilized. Three sets of questionnaires were administered to 140 residents; The first one included the subjects' personal data and job characteristics; the second was the Demand Control Support Questionnaire (DCSQ), and the Maslach Burnout Inventory- MBI-Human Services Survey for Medical Personnel-MBI-HSS (MP).

Frequency and percentage distribution were utilized to summarize the respondent's personal profile and job characteristics. Mean with the standard deviations of the job stress and burnout scores were computed to summarize the results. Comparison of the mean scores were utilized to analyze the difference in the levels of job stress and burnout.

Majority of the residents were females. More than half of the residents were 26-30 years old and about one third were 31-35 years old. The oldest resident was above 45 years old. Most were single.

Eighty-five percent of the residents were from NMMC. Pediatrics, had the most number of respondents; the rest were distributed in the remaining 10 specialties. Majority of the residents went moonlighting before they went on training. Thirty three percent were first year residents, 27.9% were in second year, 27% in third year, 10.7% in fourth year and one (0.7%) fifth year. The residents rotated in the different specialty areas of the two hospitals involved. Majority who received a net monthly salary of \geq P40,000, were from NMMC.

In general, the scores of 90% of residents in the DCSQ sub-scales, showed high levels of stress but high DL and SS somehow mitigated the effects of stress.

There was no job stress when residents were grouped according to gender, age, civil status, work prior to their residency training, present training hospital, specialty training, levels of residency training, areas of assignment and monthly salary received.

The scores of the residents in the MBI-HSS(MP) sub-scales showed that the residents experienced prolonged stress, but there was no burnout.

When the residents were grouped according to gender, age, civil status, employment prior to residency, present training hospital, level of residency training, present area/s of assignment, and monthly salary received, the criteria for burnout was not met.

When grouped according to specialty training, however, only the residents in Family Medicine fulfilled the criteria for high degree burnout.

The residents who participated in this study frequently worked under stressful conditions, thus the proposed coping strategy focused on improving the response of the residents to the high demands of their job.

**ASSESSMENT OF HEALTH CARE WASTE MANAGEMENT OF
SELECTED HOSPITALS IN CAGAYAN DE ORO CITY:
PROPOSED FRAMEWORK FOR IMPROVEMENT**

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ABSTRACT

This is a descriptive study that looked into the health care waste management of hospitals within the geographical boundaries of Cagayan de Oro City, Philippines. This study utilized the WHO Individual Rapid Assessment Tool (I-RAT) for health care facilities questionnaire in describing and assessing health care waste management. The questionnaire assessed the health care facilities' organization, policy and planning, financing, training and occupational safety and waste management practices involving waste generation, waste segregation and handling, waste collection and transport, waste storage, waste treatment, waste final disposal, sanitation and waste water treatment. There were thirty two (32) respondents which included the chief of hospital or hospital administrator, the chief of nursing service, the chair of the hospital waste management committee, the engineer or person in charge of waste treatment and disposal, the infection control nurse or the pollution control officer, the waste handlers, and the nursing staff. A total of 8 respondents from each hospital answered the questionnaire. A walk through evaluation was done to cross check and validate the answers of the respondents. The results of this study showed that the health care waste management system of selected hospitals in Cagayan de Oro City is in place and working and is at a satisfactory level. Health care waste management of all hospitals follow the prescribed waste management stream as specified by the DOH from waste segregation, waste generation, waste collection and handling, transport and storage, waste treatment and disposal. There are however areas in the waste management stream that are deficient and needs improvement.

Likewise, there are also areas that were noted to be very good and are actually considered as innovative, commendable and are worth emulating.

CHIEF OF HOSPITALS' LIVED EXPERIENCES ON HOSPITAL ADMINISTRATION IN THE PROVINCE OF CEBU: PROPOSED ACTION PLAN

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ABSTRACT

This study is to explore phenomenologically the lived experiences of the Chief of Hospitals of government hospitals pertaining to the hospital administration in order to present a proposed action plan.

Qualitative research design is used in this study. In-depth individual interviews were conducted with government hospitals' Chief of Hospital in the Province of Cebu as department, division and/or section heads which described and explored the processes that used to answer the problems of the present study. This is followed by extraction of themes which incorporates related literature and studies. The method was based on the phenomenological methodology as the researcher wished to describe the perceptions of the Chief of Hospitals in strategic positioning as the key to government hospital success. Every chapter on each theme provides the researcher's reflection on the concept for better understanding and application.

The findings from participants emanate from the adversity experienced by them in government hospitals in the Province of Cebu and reduced into a framework on an interrelation among organizational culture, strategic planning, and strategic human resource management as indispensable elements to attain and ensure strategic positioning of the hospital.

The output of the study is a proposed action plan to be implemented in the government hospitals and believe that in the organization aspects of the hospital, patient care and human resource management are very much interrelated and are both vital to attain and ensure success of the hospital operations.

The essence of being a Chief of Hospital in government includes the influence, empathy, inspiration, moral ascendancy, accountability, and authority. It is always about action and consistency in leadership

and management inside and outside the hospital. One vital learning is that, as leaders in healthcare, it is effective to always have faith in the human resource. Instead of thinking towards everything negative about the human resource - the healthcare professionals, including the support team, it is always better to trust that they come to work with the best intentions in serving the people. At the end, it was apparent in this study that having confidence to the people means having confidence in the organization - the hospital.

