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Graduate School
Cebu Doctors' University
1 Dr. P.V.Larrazabal Avenue, Mandaue City
Trunkline 032 238-8333 loc 8221
Email : cdu-gs@cebudoctorsuniversity.edu

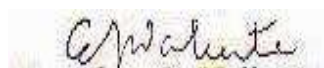
FOREWORD

This 2022 issue of the Graduate School Journal includes theses and dissertations for Academic Year 2021-2022.

Abstracts for this 2022 issue include the following disciplines: masteral studies in Nursing, doctoral and masters in Organization Development, doctoral in Organization Development, School Administration, masters in Hospital Administration, masters in medical technology, masters in Psychology, masters in Physical Therapy and masters in Occupational Therapy.

In subsequent publications of this journal, graduate researches in the health sciences will come from: 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

TABLE OF CONTENTS

TITLE/AUTHOR	PAGE
THE FAMILY CAREGIVERS' LIVED EXPERIENCES IN CARING A HEMOPHILIC MEMBER IN THE PROVINCE OF CEBU: PROPOSED IMPROVED FAMILY NURSING CARE SYSTEM <i>Genevieve A. Diputado – MAN 2022</i>	8-9
OCCUPATIONAL NEEDS OF PHYSICAL AND OCCUPATIONAL THERAPISTS IN SELECTED PRIVATE TERTIARY HOSPITALS AND THERAPY CENTERS IN SOUTH METRO MANILA: PROPOSED OCCUPATION EXPANSION APPROACH <i>Aivory Mirzi Mary C. Salomon – MAOT 2022</i>	10-11
PARENTS' PERCEPTION ON ADAPTIVE BEHAVIORAL SKILLS TOWARDS CHILDREN WITH DISABILITIES IN LA UNION: PROPOSED TELEHEALTH COUNSELING PROGRAM <i>Ken Errol F. Monis – MAOT 2022</i>	12-13
SATISFACTION ON THE ROLE OF TALENT MANAGEMENT AMONG ALLIANCE SOFTWARE INC. EMPLOYEES: PROPOSED EMPLOYEE RETENTION PROGRAM <i>Charisma B. Dacua – MAOD 2022</i>	14-15
LIVED EXPERIENCES OF NURSES WHO ACQUIRED COVID-19 FROM PATIENTS IN LAPU-LAPU CITY HOSPITAL: PROPOSED HEALTH AND WELLNESS PROGRAM <i>Jetier T. Pinote – MSN 2022</i>	16-17
LIVED EXPERIENCES OF MOTHERS OF CHILDREN WITH AUTISM SPECTRUM DISORDER IN THE CITIES OF CEBU AND TALISAY: PROPOSED COPING AND SUPPORT GUIDELINES <i>Ancella Fatimah Lim-Tan – MAPsych 2022</i>	18-19
OCCUPATIONAL BALANCE AND QUALITY OF LIFE AMONG HEALTHCARE WORKERS IN ADELA SERRA TY MEMORIAL MEDICAL CENTER (ASTMMC) IN TANDAG CITY, SURIGAO DEL SUR: PROPOSED GUIDELINES FOR WORK-LIFE BALANCE <i>Nicoli Ann U. Prado – MAOT 2022</i>	20-21

CHILD-REARING PRACTICES AMONG CAREGIVERS OF CHILDREN WITH DISABILITY IN SELECTED THERAPY CENTERS IN STA. ROSA LAGUNA: PROPOSED CAREGIVER COUNSELLING PROGRAM GUIDELINES <i>Carouzelle R. Ytac – MAOT 2022</i>	-----22
ASSESSMENT ON THE PARENTING STYLE FOR CHILDREN WITH SPECIAL NEEDS IN CEBU: PROPOSED OCCUPATIONAL THERAPY EDUCATIONAL PROGRAM <i>Elizabeth Ann H. Esma – MAOT 2022</i>	-----23-24
ASSESSMENT ON THE LEVEL OF SATISFACTION IN THE LIFE PARTICIPATION OF PARENTS OF CHILDREN WITH AUTISM SPECTRUM DISORDER IN CEBU: A PROPOSED OCCUPATIONAL THERAPY COUNSELING PROGRAM <i>Monique J. Diez – MAOT 2022</i>	-----25-26
LIVED EXPERIENCES OF PARENTS ON PLAY ENGAGEMENT WITH THEIR CHILDREN WITH AUTISM SPECTRUM DISORDER DURING THE COVID-19 PANDEMIC AT TAGBILARAN CITY: PROPOSED HOME INTERVENTION GUIDELINES <i>Gladys Marie G. Bulang – MAOT 2022</i>	-----27-28
WORKLIFE PERCEPTION AND THE DEGREE OF BURNOUT AMONG HOSPITAL WORKERS IN A TERTIARY PRIVATE HOSPITAL IN CEBU CITY: PROPOSED COPING STRATEGY <i>Cydrik Nimrod B. Chen – MAHAD 2022</i>	-----29-31
LIVED EXPERIENCES OF PARENTS WITH DISABILITIES DURING THE COVID-19 PANDEMIC IN SELECTED BARANGAYS OF MANDAUE CITY: PROPOSED GUIDELINES <i>Gyle C. Baluran – MAOT 2022</i>	-----32-33
IMPACT OF BURDEN AMONG SELECTED CAREGIVERS OF ADULTS WITH DISABILITY AT REHABILITATION CENTERS IN CEBU CITY: PROPOSED COPING STRATEGIES <i>Marjorie Jyll O. Urgel – MAOT 2022</i>	-----34

ORGANIZATION DEVELOPMENT INTERVENTION ON THE ORGANIZATIONAL CULTURE OF IBO ELEMENTARY SCHOOL, LAPU-LAPU CITY <i>Stanley Clark M. Dipay – PhDOD 2022</i> -----	35
LEVEL OF FEAR AND COPING AMONG HEMODIALYSIS OUT-PATIENTS IN CEBU DOCTORS’ UNIVERSITY HOSPITAL IN THE TIME OF COVID-19 PANDEMIC: PROPOSED COPING DEVELOPMENT PROGRAM <i>Rachel B. Lapiña – MSN 2022</i> -----	36
THE IMPACT OF KNOWLEDGE, ATTITUDES, AND PRACTICES OF MEDICAL TECHNOLOGISTS ON ADHERENCE TO COVID-19 INFECTION PREVENTION AND CONTROL IN CAGAYAN DE ORO: PROPOSED ENHANCED CLINICAL INTERNSHIP FLEXIBLE LEARNING <i>Amelda Caga-Libres – MSMT 2022</i> -----	37-38
ACADEMIC STRESS AND EMOTIONAL INTELLIGENCE ON A DISTANCE LEARNING EDUCATION AMONG SENIOR HIGH SCHOOL STUDENTS OF CEBU DOCTORS’ UNIVERSITY: PROPOSED GUIDANCE COUNSELING PROGRAM <i>Hector S. Lampera – MAPsych 2022</i> -----	39-40
ORGANIZATION DEVELOPMENT INTERVENTION ON THE FACULTY’S PERFORMANCE APPRAISAL SYSTEM AT CEBU DOCTORS’ UNIVERSITY COLLEGE OF REHABILITATIVE SCIENCES <i>Julius Zesar Yap – PhDODSA 2022</i> -----	41-42
ORGANIZATION DEVELOPMENT INTERVENTION ON THE PEAK PERFORMANCE OF THE RADIOLOGIC TECHNOLOGISTS IN CEBU DOCTORS’ GROUP OF HOSPITALS <i>Timothy John D. Matoy – PhDOD 2022</i> -----	43
LIVED EXPERIENCES OF OCCUPATIONAL THERAPISTS HANDLING PEOPLE WITH DYSPHAGIA IN METRO MANILA: PROPOSED GUIDELINES <i>Lady Camille Giel T. San Antonio – MAOT 2022</i> -----	44-45
LIVED EXPERIENCES OF OCCUPATIONAL THERAPISTS WITH DILEMMAS IN THE ACADEME: PROPOSED ETHICAL GUIDELINES <i>Shanielle Marie T. Villa – MAOT 2022</i> -----	46-47

EXPERIENCES OF PERSONS WITH DISABILITIES DURING NATURAL CALAMITIES IN DIPOLOG CITY: PROPOSED GUIDELINES <i>Meagan Kimberly G. Kannenberg – MAOT 2022</i>	-----48
EXPERIENCES OF TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY TRAINERS ON THE TRAINING NEEDS IN HANDLING YOUTH WITH SPECIAL NEEDS (YSNs) AT TAYUMAN BRANCH, TONDO, MANILA: PROPOSED REFERRAL SYSTEM <i>Dianne April T. Chan – MAOT 2022</i>	-----49-50
LIVED EXPERIENCES OF YOUNG RESIDENTS OF A DRUG REHABILITATION CENTER IN LILO-AN, CEBU: PROPOSED TIME–USE GUIDELINES <i>Johara B. Mercado – MAOT 2022</i>	-----51
LIFE SATISFACTION AND SUBJECTIVE WELL-BEING OF CHILDREN WITH SEPARATED PARENTS IN DOLORES, EASTERN SAMAR: PROPOSED PROGRAM <i>Fernando L. Tanglao Jr. – MAPsych 2022</i>	-----52-53
PEDIATRIC OCCUPATIONAL THERAPISTS’ EXPERIENCES IN HANDLING CHILDREN WITH DISABILITIES VIA TELE THERAPY AMIDST COVID-19 PANDEMIC IN CEBU CITY: PROPOSED TELETHERAPY GUIDELINES <i>Mary Jaye Angelic Y. Lawas - MAOT 2022</i>	-----54-55
PHYSICAL ACTIVITY DURING PREGNANCY OF MOTHERS IN SELECTED MATERNITY CENTERS OF LAPU-LAPU CITY: PROPOSED OCCUPATIONAL THERAPIST’S ROLE IN MATERNAL CARE <i>Ylyn B. Villanueva - MAOT 2022</i>	-----56-57
TRANSFER OF LEARNING USING INTERNATIONAL STANDARD OPERATION 2015 PROGRAM AMONG THE SUPERVISORS OF ADELA SERRA TY MEMORIAL MEDICAL CENTER, TANDAG CITY, SURIGAO DEL SUR: PROPOSED MONITORING AND REINFORCING PLAN <i>Janice V. Pagaran-Alcordero – MAHAD 2022</i>	-----58-59
ATTITUDE ON COVID-19 AND COMPLIANCE WITH THE USE OF PERSONAL PROTECTIVE EQUIPMENT (PPE) AMONG NURSES IN SELECTED PRIVATE HOSPITALS IN CEBU: PROPOSED ENHANCED PPE PROTOCOL AND GUIDELINES <i>Phoebe Kates T. Mangarin – MSN 2022</i>	-----60-61

FOUR SEASONS: THE LIVED EXPERIENCES OF TRIAGE NURSES IN
TIMES OF COVID-19 PANDEMIC IN SELECTED HOSPITALS
IN CEBU: PROPOSED HEALTH RELATED
QUALITY-OF-LIFE PROGRAM
Janelyn L. Ortiz - MSN 2022-----62-63

DOCUMENTARY ANALYSIS OF SUPREME COURT MEDICAL
MALPRACTICE CASES FROM 1980 TO 2020:
PROPOSED INFORMATION AWARENESS
Mary Gertrude O. Cordovez - MAHAD 2022-----64-65

ASSESSMENT OF THE QUALITY OF PRENATAL CARE OF GLORY
REBORN ORGANIZATION, INC.: PROPOSED
SUSTAINABILITY PROGRAM
Magdalena G. Eguia - MAHAD 2022-----66-67

RETROSPECTIVE STUDY OF PRIMIGRAVID MOTHERS ON FETUS
AND DELIVERY COMPLICATIONS IN BACOLOD CITY: PROPOSED
POLICY BRIEF
May Claire Tad-y - MAHAD 2022-----68-69

LIFESTYLE PRACTICES AMONG PATIENTS AT PACETE MEDICAL
CLINIC-TALISAY CITY, NEGROS OCCIDENTAL: PROPOSED
HOSPITAL HEALTH RISK AWARENESS PROGRAM
Jimmy B. Pacete - MAHAD 2022-----70-71

JOB SATISFACTION, WORK BEHAVIOR, AND PROFILE OF THE
MANAGEMENT SUPPORT STAFF OF MCRI GLOBAL
CORPORATION: PROPOSED EMPLOYEE
DEVELOPMENT PROGRAM
Jugel G. Jumamoy - MAOD 2022-----72

**THE FAMILY CAREGIVERS' LIVED EXPERIENCES IN CARING
A HEMOPHILIC MEMBER IN THE PROVINCE OF
CEBU: PROPOSED IMPROVED FAMILY
NURSING CARE SYSTEM**

Ms. Genevieve A. Diputado, R.N. – MAN 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study explored the lived experiences of the family caregivers in caring with their hemophilic family members in the Province of Cebu. The study utilized Husserl's phenomenological approach and Collaizi's method of qualitative data analysis. A purposive sampling was used to select the eight (8) informants of this study. The said informants underwent a sequence of online interviews until data saturation has been made. Data validation also followed. The informants are family caregivers, who reside with the hemophilic member and are between the ages of 18 and 50 years old and members of the Hemophilia Association of the Philippines Incorporated-Cebu Chapter.

The synthesized data explored three (3) essential themes: Be Brave, Getting in Shape and Creating Your Own Persona. The first essential theme, 'Be Brave' refers to the gradual changes as the informants surpassed the stage of unknowing to know the existence of the disorder. The first subtheme, 'Overcoming Anxiety', describes the feelings upon the onset of knowing the condition to the ongoing events when the disorder unexpectedly manifests through the persistent bleeding, pain and bruises in an unexpected time and the uncertainty of finding the medication when home interventions are futile. This also further tackles how the family caregiver finds a way in such circumstances. The second subtheme, 'Once Dispirited' describes mixed emotions and turmoil during the ongoing manifestations and treatments being undertaken and the life long care with the hemophilic member. This sub theme is also able to project freedom from the negative emotions through resilience, perseverance in caring and

having a good communication with the hemophilic member. The second essential theme, 'Getting in Shape', focuses on assuming the role of caregiver and taking the responsibility of it. The first subtheme, 'Taking a Better Role' refers to initial feelings of unwanted responsibilities and restriction to do one's own choices, then be able to modify one's routine to augment the need of the hemophilic member and the development of adaptability and strength in doing such task especially during the ongoing manifestations of the symptoms. The second subtheme, 'Prudent Budgeting of Finances' refers to how the informants were able to face the big amount of money needed for the treatment and how they were able to find a way in cutting off unnecessary expenditures and be able to set aside money for the treatments and interventions of the hemophilic member.

**OCCUPATIONAL NEEDS OF PHYSICAL AND OCCUPATIONAL
THERAPISTS IN SELECTED PRIVATE TERTIARY
HOSPITALS AND THERAPY CENTERS IN SOUTH METRO
MANILA: PROPOSED OCCUPATION EXPANSION
APPROACH**

Aivory Mirzi Mary C. Salomon - MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

Physical and occupational therapists are often found to be working in private tertiary hospitals and therapy centers, these healthcare professionals are regulated by the Professional Regulation Commission and are given standards of practice by their organizations, but have little to no policies regarding their needs in work. Physical and occupational therapists working in therapy centers often do not have human resources to help with basic needs, to assist in initiating smooth communication with the center administrators or owners, and to be the conciliator of both the professional and the center administrator or owner. The professional regulation commission and standards of practice discussed all necessary information and have set the parameters of quality practice but did not clearly provide a baseline on rendering the practitioners' needs.

This study utilized a phenomenological qualitative approach in the form of unstructured interviews and open ended questions. Individual interviews were audio-recorded and were transcribed. Themes were drawn from the lived experiences of physical and occupational therapists regarding their occupational needs.

The physical and occupational therapists described their experiences working in a private tertiary hospital and therapy center in South Metro Manila through four (4) themes: (1) Task Acknowledgement Makes Better Compensation; (2) Meaningful Benefit Makes Living Easier;(3) Proper Remuneration Neutralizes Fatigue; and (4) Leisure Needs Affirmation.

The findings revealed that physical and occupational therapists working in either private tertiary hospitals or therapy centers have generally the same needs. Physical and occupational therapists holding professional licenses have difficulty remaining at their current work situations and prefer working in these settings only to gather experience to work abroad.

**PARENTS' PERCEPTION ON ADAPTIVE BEHAVIORAL SKILLS
TOWARDS CHILDREN WITH DISABILITIES IN
LA UNION: PROPOSED TELEHEALTH
COUNSELING PROGRAM**

Ken Errol F. Monis - MAOT 2022
Cebu Doctors' University
Cebu City

ABSTRACT

This study aimed to assess the Adaptive Behavioral Skills towards children with disabilities based on the perception of the parents in La Union. Specifically, the study also determined the demographic profile of children with disabilities according to their parents in terms of: Age, Diagnosis, Intervention/services received, Type of Occupational Therapy service, Family Structure, and Number of Siblings; Determined the Adaptive Behavioral Skills towards children with disabilities according to their parents' perception in terms of: Communication Domain, Daily Living Skills Domain, Socialization Domain, Maladaptive Behavior Domain; Association between the demographic profile of children with disabilities and the parent's perception on adaptive behavioral skills towards children with disabilities in La Union. Based on the results, a proposed Telehealth Counseling Program was designed.

The researcher utilized a descriptive correlational survey, wherein 107 parents of children with disabilities who are currently receiving or have received Occupational therapy service as respondents. The Children's Adaptive Skills Questionnaire by Ken Errol F. Monis determines the Adaptive Behavioral Skills towards children with disabilities based on the parents' perception.

Based on the assessment tool used, results of the level of adaptation showed moderate high level of adaptation in Communication Domain; an adequate level of adaptation in Daily Living Skills Domain; an adequate level of adaptation in Socialization

Domain; and a moderate high level of adaptation in Maladaptive Behavior Domain. Additionally, the results of the study were also analyzed using analysis of proportions wherein the researcher obtained which demographic profile was more likely to dominate the adaptive level. The study concluded that children with disabilities based on their parents' perception have a moderate high level of adaptation in both communication and maladaptive behavior domains and an adequate level of adaptation in both daily living skills and socialization domains. A telehealth counseling program would benefit the children with disabilities in improving their level of adaptation.

SATISFACTION ON THE ROLE OF TALENT MANAGEMENT AMONG ALLIANCE SOFTWARE INC. EMPLOYEES: PROPOSED EMPLOYEE RETENTION PROGRAM

Charisma B. Dacua - MAOD 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study intends to check the satisfaction of Alliance Software Inc.'s employees on the Role of Talent Management being implemented by the company specifically, Competency Mapping, Employee Engagement, Performance Management, Career Development and Employee Retention. The result of the study was the basis for the Proposed Employee Retention Program that would help both the organization and the employees. The study used descriptive cross-sectional design adopting the questionnaire from Alice Kibui and Yong Pui Chee to gather data from 300 employees of Alliance Software Inc. composed of Managers, Supervisors, Senior Technical Specialists, Associate Technical Specialists, Technical Specialists and Technical Staffs from Cebu, Manila and Japan.

For the profile, the majority of the respondents range from 19 – 30 years old and most of them are Bachelor's degree holders. 45% came from the JP Business unit and 39.7% are handling the position of Associate Technical Specialist. The employees were satisfied with most of the talent management programs being implemented by the company. For competency mapping, employee engagement, performance management & employee retention all resulted in satisfaction while with Career Development it yielded to Neutral as there are opportunities for improvement in terms of implementation. There is also no association between the demographic profiles & the role of talent management.

In general, the employees were satisfied by how the company is handling their talent management programs but they needed to improve their career development programs to keep the employees motivated. The implementation of an employee retention program for all employees and a specific retention program for Programmers are recommended to retain more employees.

LIVED EXPERIENCES OF NURSES WHO ACQUIRED COVID-19 FROM PATIENTS IN LAPU-LAPU CITY HOSPITAL: PROPOSED HEALTH AND WELLNESS PROGRAM

Jetier T. Pinote, RN - MSN 2022

Cebu Doctors' University
Mandaue City

ABSTRACT

This qualitative study aimed to explore and gain in-depth understanding of the experiences of nurses who acquired coronavirus from their patient utilizing Husserl's phenomenological approach and Collaizi's method of qualitative data analysis. Purposive sampling was used to select seven nurses from Lapu-Lapu City Hospital. A series of semi-structured virtual interviews were done for data gathering until data saturation was reached.

The synthesized data produced essential themes: Eclipse of Negative Emotions, Seeing the Silver Lining, and Ready to Serve. The first essential theme, Eclipse of Negative Emotions, refers to the unpleasant emotions felt by the informants which prevented them from thinking and acting sensibly, similar to how an eclipse obscures the sun's brilliant rays. This led to the subthemes: Blood Running Cold, A Bundle of Nerves, and Fast Drip Dose of Doubt. Seeing the Silver Lining, the second theme, focuses more on the activities done by the informants to restore hope in themselves. Like the silver lining on the edges of the dark cloud, it represents hope and happiness always lurking behind the darkest hour. It is supported by four subthemes: Trusting God in the Storm, The Power of a Shoulder, Pouring Rain of Emotions, and Call of Introspection. The last essential theme, Ready to Serve, refers to the internal factors that enabled the nurses to return back to work despite the continuous risk of getting infected again. The supporting subthemes are: Burning Passion to Care and Nightingale's Healing Hands.

The findings revealed that nurses who contracted coronavirus from their patient had a range of negative emotions upon their diagnosis, which were exacerbated by their confinement in an isolation unit. These emotions begin to permeate the nurses' existence preventing them from seeing things in their real light. With all the trials they faced, they are able to conquer it with the help of God, who strengthens them. Their family and friends made them feel that they are not alone. Beyond the fear, anxiety and doubt, these nurses have geared up and unceasingly provide care to the sick. The researcher conducted a Health and Wellness Program. This ensures continuity of care after recovery and discharge from the isolation facility as well as to further strategize their physical and psychological preparation as they go back to work.

LIVED EXPERIENCES OF MOTHERS OF CHILDREN WITH AUTISM SPECTRUM DISORDER IN THE CITIES OF CEBU AND TALISAY: PROPOSED COPING AND SUPPORT GUIDELINES

Ancella Fatimah Lim-Tan – MAPsych 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

The study aimed to describe and analyze the experiences of mothers of children with ASD in order to present guidelines for support, in the cities of Cebu and Talisay. Its design utilized ten individual interviews with focus group discussions from to strengthen its validity. The Interview Guide had ten questions based on Patton's typological questioning guide that covered six categories put together with the ultimate goal of conveying the participants' lived experiences of having a child with autism.

Four themes that described the challenges mothers faced and the how they cope came as results. These are Emotional Instability, Stigma, Loss, and Resilience. Emotional instability tips off the balance of a harmonious dynamic in the family, particularly the relationship among every member of the family. The anxiety and depressive emotions of mothers were associated to the behavioral problems of children with autism and the judgment of people and lack of support. Mothers of children with ASD are the direct victims of stigma of ASD. As expressed by the participants, they felt as if all eyes were upon them, judging them, making them feel inadequate as a mother. Majority seemed to accept their condition, yet, the narrative often leaned to the idea of a lost "ideal child". The idea of faith and entrusting their situation to the Almighty is a socio-cultural value in the Philippines. Aside from being considered a resilient culture, the idea of continued belief and not losing faith is a positive trait.

Mothers must remember to take care of their own needs. Therefore, the better they look after themselves, the more effectively they can help their child and both maximize their quality of life. It is recommended that mothers share their experiences with other people to gain access for social support, to be able to help them overcome the challenges, and for other members of society working with children with autism to be fully prepared of planning support to these families.

**OCCUPATIONAL BALANCE AND QUALITY OF LIFE AMONG
HEALTHCARE WORKERS IN ADELA SERRA TY MEMORIAL
MEDICAL CENTER (ASTMMC) IN TANDAG CITY, SURIGAO DEL
SUR: PROPOSED GUIDELINES FOR
WORK-LIFE BALANCE**

Nicoli Ann U. Prado, OTRP - MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study aimed to determine the relationship between occupational balance and quality of life (QoL) of healthcare workers (HCWs) at Adela Serra Ty Memorial Medical Center (ASTMMC) in Tandag City, Surigao del Sur. The study utilized a quantitative descriptive approach using internet-based data collection among 277 respondents from the Nursing and Medical Department. In addition, the Modified Occupational Balance Questionnaire was used to assess the extent of occupational balance and the World Health Organization Quality of Life-Bref Questionnaire was used to assess the level of quality of life.

The profile of the HCWs showed that 35.7% are male while 64.3% are female. The profession of the HCWs showed that 54.5 % are nurses, nursing attendants at 17.7%, doctors at 12.3%, medical technologists at 4.7%, pharmacists at 3.2%, midwives at 2.2%, respiratory therapists at 1.4% and medical laboratory technicians and nutritionists/dieticians both at 0.7%. Further, in relation to their years of experience, 57.4% are those with less than 10 years of working experience in the hospital, 29.6% worked for 10-20 years and 13% worked for 20 years and above. In addition, the HCWs' occupational balance was found to be low among 77.3% while 22.7% perceived a high occupational balance.

In relation to the quality of life (QoL), HCWs have high QoL among all four domains. 72.2% has a high QoL in the domain of Physical Health while 27.8% has a low QoL. In the domain of Psychological Health, 78% has a high QoL while 22% has low QoL. For Social Relationships QoL, 77.3% has a high QoL while 22.7% has low QoL. For Environmental QoL, 75.5% has a high QoL while 24.5% has a low QoL. Results on the correlation of occupational balance and the four domains of QoL was noted to have a weak relationship; a Cramer's V of 0.164 was found between occupational balance and Physical Health QoL, 0.247 between occupational balance and Psychological Health QoL, 0.229 between Occupational balance and Environmental QoL and 0.192 between occupational balance and social relationships QoL.

Majority of the healthcare workers of ASTMMC are female nurses, and have a working experience of less than 10 years. They have a high quality of life among the domains of Physical Health, Psychological Health, Social Relationship and Environmental yet their occupational balance is low. Their occupational balance does not greatly influence their quality of life.

**CHILD-REARING PRACTICES AMONG CAREGIVERS OF
CHILDREN WITH DISABILITY IN SELECTED THERAPY
CENTERS IN STA. ROSA LAGUNA: PROPOSED CAREGIVER
COUNSELLING PROGRAM GUIDELINES**

Carouzelle R. Ytac, OTRP – MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

Parenting has long been present in research literature under the general topics in psychology and sociology. With the emergence of occupational therapy, the scope of study has broadened and more concepts and variables arose which resulted in a gap for specificity. With variables such as children with disability, context in demographic profile data, and the different domains in child-rearing practices, this present research talks about the relationships involved between the demographic profiles among caregivers and their child-rearing practices. The study utilized a researcher - modified instrument questionnaire with 3 subscales used for the domains namely, Inductive Reasoning, Warmth, and Punitiveness and with items rated through a 5-point Likert scale. A total of 107 respondents from Sta. Rosa Laguna participated in the study in which the data gathered was processed and analyzed in a two months period.

The findings of the study indicate that as the age of the caregiver increases, the level of child-rearing practices also increases. Moreover, the results show that as the age of the children increases, the level of child-rearing practices among caregivers decreases. No relationship was found conclusive on gender, civil status and the respondent's relation to the child. It can be concluded that only some demographic profile data of the respondents namely the age of respondent and age of child affect child-rearing practices. The majority of respondents have high-level of child-rearing practices in the domains namely inductive reasoning and warmth and have a low-level of child rearing practice in the domain of punitiveness.

ASSESSMENT ON THE PARENTING STYLE FOR CHILDREN WITH SPECIAL NEEDS IN CEBU: PROPOSED OCCUPATIONAL THERAPY EDUCATIONAL PROGRAM

Elizabeth Ann H. Esma, OTRP- MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study aimed to assess the parenting style for children with special needs in pediatric therapy centers, public school with special education (SPED), and Facebook groups in Cebu. Specifically, it determined the distribution of the respondents according to the characteristic profile and parenting style for children with special needs and the relationship between the characteristic profile and the parenting style of the respondents.

The researcher utilized a descriptive correlational study with 322 parents of children with special needs using the inclusion criteria: the respondents should have a child diagnosed with a developmental disability and the respondents must either be the mother or the father residing in Cebu. The researcher made use of the Parenting Style Four Factor Questionnaire (PS-FFQ) by Dr. Shyny T.Y. to assess the parenting style of the respondents. Data gathering was through an online and printed survey. As for the statistical treatment of data, frequency and percentage distribution and analysis of proportion as well as contingency coefficients were used along with the IBM SPSS version 22 for data processing and analysis.

The results indicated a high proportion of respondents who belonged to the 33 to 42 years age group (40.7%) with children who belonged to below 10 years age group (61.5%). The results showed that the majority of the respondents were females (83.5%) and that majority of the respondents had a male child (69.9%). The results also showed a high proportion of the respondents had autism spectrum disorder (ASD) for the child's diagnosis (37.6%) and indicated a high

proportion of respondents achieved a college degree (43.2%). The results revealed that the majority of the respondents had a combined monthly income of less than Php 50,000 (69.3%) and showed that the majority of the respondents were married (68%). The results also showed a high proportion of respondents were working full-time (44.4%) and that majority of the respondents had an authoritative parenting style (82%). Moreover, it showed a weak strength of relationship between the characteristic profile and parenting style, specifically the age of parents, gender of child, and socioeconomic status of the respondents, $C = .092$, $C = .087$, and $C = .105$, respectively. The strength of relationship between characteristic profile (as to age of child, gender of parent, child's condition/diagnosis, highest level of parent education, marital status, and employment status) and parenting style were not reported since there were more than 20% of the cells having an expected count of less than 5.

The study concluded that the majority of parents with special needs children residing in Cebu had an authoritative parenting style with a minority of those having the authoritarian, permissive, and uninvolved parenting styles.

ASSESSMENT ON THE LEVEL OF SATISFACTION IN THE LIFE PARTICIPATION OF PARENTS OF CHILDREN WITH AUTISM SPECTRUM DISORDER IN CEBU: A PROPOSED OCCUPATIONAL THERAPY COUNSELING PROGRAM

Monique J. Diez, OTRP - MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study aimed to assess the level of satisfaction in the life participation of parents of children with Autism Spectrum Disorder in Pediatric Therapy Centers in Cebu. Specifically, the study also determined the Distribution of the Respondents according to Characteristic Profile of Parents with Autism Spectrum Disorder Children, Distribution of Respondents according to Level of Satisfaction in the Life Participation of Parents with ASD Children, Relationship between the Characteristic Profile and the Level of Satisfaction in the Life Participation of Parents to their Child with Autism Spectrum. Based on the results, a proposed Occupational Therapy Counseling program was designed.

The researcher utilized a descriptive correlational study, wherein 235 parents with Autism Spectrum Disorder as the respondents. The researcher only used the Life Participation of Parents Tool by Dr. Patricia Fingerhut to determine the level of satisfaction in the life participation among the parents of children with Autism Spectrum Disorder.

Based on the assessment tool used, the results showed that a high proportion of the respondents were mothers, 31 to 40 years old, and had a child with age 4 to 6 years old, male, and had started therapy within 1 to 5 years. The results also revealed that majority of the respondents had moderately impaired level of satisfaction on their life participation. Moreover, the results showed a weak strength of

relationship between the characteristic profile (age of the child, $C = .085$; and age of parent, $C = .151$) and level of satisfaction on the life participation as computed through contingency coefficient. The strength of relationship between the characteristic profile (as to relationship to the child, gender of child, and years the child started therapy) were not computed since more than 20% of the cells had an expected count of less than 20. However, through the percentage distribution, it shows that the majority who have moderately impaired levels of satisfaction in life participation are mothers who have male children from ages 1-5 years old.

The study concluded that majority of parents with ASD children in the Pediatric Therapy Centers in Cebu have moderately impaired level of satisfaction in life participation with their children diagnosed with Autism Spectrum Disorder.

**LIVED EXPERIENCES OF PARENTS ON PLAY ENGAGEMENT
WITH THEIR CHILDREN WITH AUTISM SPECTRUM
DISORDER DURING THE COVID-19 PANDEMIC AT
TAGBILARAN CITY: PROPOSED HOME
INTERVENTION GUIDELINES**

Gladys Marie G. Bulang, OTRP- MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

The purpose of this study was to explore the lived experiences of parents on play engagement with their children with Autism Spectrum Disorder during the COVID-19 pandemic.

The study utilized a descriptive qualitative phenomenological research design. One-on-one interviews and focus group discussion via an online platform called Zoom, were used to obtain necessary data, and the Colaizzi method was utilized for the analysis of their narratives. The participants were primary caregivers of children with autism spectrum disorder, ages three (3) to eleven (11) years old, who participated during play time with their children. Their children with ASD are also currently receiving Occupational Therapy services during this pandemic.

Through the interviews and focus group discussion, it was noted that participants' narratives proved that they have scarce knowledge regarding the specific play stages of their children resulting in them being confused during play time and disrupted play routines that gave rise to undesirable behaviors is the most challenging part of the pandemic for these parents. In addition, despite facing parental stressors associated with different factors during play engagement, these participants did not fail to acknowledge the solace of being parents of these children with ASD. Through the narratives obtained, four (4) major themes were extracted: (1) Phases and Faces of Play; (2) Play: Happy Way to Learn; (3) Play in the Pandemic: Blessings and

Burdens; (4) He Is Not The Whole Spectrum. Based on the findings of the study, it can be concluded that despite facing emotional obstacles during the COVID-19 pandemic, engaging in play activities with their children with ASD helped these parents develop resiliency and self-fulfillment as parents. Participating in play with their children also provided these parents opportunities to be creative when faced with unfamiliarity and self-doubt.

Derived from the existing programs and theories that are well-known to the profession and the experiences of these parents on play engagement with their children with ASD, the researcher proposed home intervention guidelines that may help these parents increase their play engagement with their children with ASD.

WORKLIFE PERCEPTION AND THE DEGREE OF BURNOUT AMONG HOSPITAL WORKERS IN A TERTIARY PRIVATE HOSPITAL IN CEBU CITY: PROPOSED COPING STRATEGY

Cydrik Nimrod B. Chen, M.D. - MAHAD 2022

Cebu Doctors' University
Mandaue City

ABSTRACT

Burnout occurs when there is recurrent stress and is manifested by emotional, mental, and physical exhaustion common in helping professions such as the hospital workers. This study aimed to determine the profile, the worklife perception and the degree of burnout among hospital workers in a tertiary private hospital in Cebu City. At the end of this study, proposed coping strategies were recommended based on the findings of this research.

The study surveyed the hospital workers in a tertiary private hospital in Cebu City using the Areas of Worklife Survey (AWS) and the Maslach Burnout Inventory-Human Services Survey (MBI-HSS). The profiles of the respondents were analyzed and processed using the IBM SPSS Version 22. The mean and standard deviation were used. Moreover, the study determined the relationship between the degree of burnout and the profile of the hospital workers, as well as the relationship between the areas of worklife and the profile of the hospital worker. Analysis of proportion was utilized to evaluate the relationship between the degree of burnout and areas of worklife with the profile of the respondents.

There were 234 hospital workers as respondents in this study. Majority (70.9%) of the respondents belonged to the youngest age group of 21-30 years of age. More than half of the respondents (62.4%) were females. Nearly half(42.3%) of the respondents belonged to the medical service. More than two-thirds (79.9%) of the population were classified as medical hospital workers. Majority (58.1%) of the respondents had worked with one year to less than

five years of hospital experience and 89.9% of the respondent population worked as full-time hospital workers. For worklife perception, the job-person fit was determined: for workload, 42.7% of the hospital workers had a mismatch; for control, 22.6% of the respondents had a mismatch; for reward, 39.3% had a mismatch; for community, 18.4% had a mismatch; for fairness, 48.7% had a mismatch; lastly, for values, one-fourth (25.2%) of the respondents had a mismatch in job-person fit. The degree of burnout of the hospital workers was also determined: for emotional exhaustion, 29.5% had a low degree of exhaustion, 28.2% showed moderate degree exhaustion, and 42.3% had a high degree of exhaustion; for depersonalization, 41.0% had a low degree of cynicism, 30.3% had a moderate degree and 28.6% had a high degree of cynicism; for personal achievement, 41% had a low efficacy at work, 36.8% had moderate work efficacy and 22.2% had a high work efficacy. Likewise, the burnout profiles of the hospital workers were noted: 7.7% were engaged, 32.9% were ineffective, 21.8% were overextended, 13.2% were disengaged, and 24.4% were classified as burnout. Then, the relationship between degree of burnout and worklife perception was also determined: for workload, burnout showed 35% mismatch; for control, burnout depicted a 37.7% mismatch; for reward, burnout showed 34.8% mismatch; for community, burnout illustrated 37.2% mismatch; for fairness, burnout showed 32.5% mismatch rates; and for values, burnout depicted a 37.3% mismatch rate. Moreover, the relationship between the profile of the hospital worker and the worklife perception was established: for workload, those hospital workers aged 21-30 years had the highest mismatch rate of 45.2%, females had higher mismatch rates at 46.6%, the medical service had highest mismatch rate of 51.5%, medical hospital workers had 47.6% mismatch rates, those with one to less than five years of experience had the highest mismatch rate of 49.3%, and those classified as neither fulltime or part-time had the highest mismatch rate of 46.7%; for control, the oldest age group (above 50 years of ages) had the highest mismatch rate of 25.0%, males had more mismatch rates at 26.1%, the medical service had the highest mismatch rate of 29.3%, the medical hospital workers had the highest mismatch rates of 23.5%, those with less than one year of experience had 28.6% mismatch rates which was highest for experience, and those categorized as neither in employment status scored the highest

mismatch rate at 60%; for reward, the youngest age group (21-30 years of age) had the highest mismatch rate at 41.0%, males had higher mismatch rates at 45.5%, the nursing service showed the highest mismatches at 47.7%, the medical hospital workers had higher mismatch rates at 42.8%, those with more than five to less than ten years of hospital experience had mismatch rates of 56.0%, the full-time hospital workers had a 41.1% mismatch rate which was highest among three groups according to employment status; for community, those who are aged 41-50 years had the highest mismatch rates at 33.3%, males still had higher mismatch rates at 20.5%, the allied medical service showed the highest mismatch rates at 24.3%, the nonmedical hospital workers had a mismatch rate of 21.3%, those hospital workers having more than ten to less than 20 years of experience displayed 50.0% mismatch rates which was highest, and the full-time hospital workers also had the highest mismatch rates at 19.1%; for fairness, the youngest age group had the highest mismatch rate at 54.8%, females had higher mismatch frequencies at 49.3%, the nursing service showed the highest mismatches at 61.5%, the medical hospital workers had more mismatch numbers at 57.2%, those with more than a year to less than five years of experience had the highest mismatch numbers at 54.4%, and those who are classified as neither full- or parttime hospital workers have the highest mismatch rate at 80.0%; for values, the youngest age group showed the highest mismatch rate at 28.9%, males had more mismatches at 26.1%, the nursing service had the most mismatches at 38.5%, the medical hospital workers had higher mismatches at 31.0%, those with the least tenure (less than a year of hospital experience) had the highest mismatches at 28.6%, and those who are neither full- or part-time hospital workers showed the highest mismatch frequency of 25.4%. Lastly, the relationship between the profile of the hospital workers and the degree of burnout was ascertained: for the age group, the oldest age group (more than 50 years of age) showed the highest burnout occurrence at 50%, males had a higher burnout percentage at 30.7%, the nursing service had also the highest burnout rate at 27.7%, those classified as medical hospital workers had higher burnout rates at 24.6%, those hospital workers with ten to less than twenty years of hospital experience showed the highest burnout rate at 33.3%, and the full-time hospital workers had a 26.3% burnout occurrence.

**LIVED EXPERIENCES OF PARENTS WITH DISABILITIES
DURING THE COVID-19 PANDEMIC IN SELECTED
BARANGAYS OF MANDAUE CITY: PROPOSED GUIDELINES**

Gyle C. Baluran, OTRP – MAOT 2022
Cebu Doctors' University
Cebu City

ABSTRACT

This study aimed to explore the lived experiences of parents with disabilities during the COVID-19 pandemic in selected barangays of Mandaue City, Cebu, through the occupational lenses of the Person-Environment-Occupation Model. The proposed guidelines for parents with disabilities in the COVID-19 response were created based on the results. Eight (8) parents with disabilities were included in in-depth semi-structured interviews guided by demographic and interview guidelines questionnaires. Criteria for parents' eligibility for the study included are: a recognized member of the local government-authorized PWD group; has no diagnosis in relation to cognitive and language disabilities; and parents had to be the main carer/s of their child. The researcher manually transcribed the collected data and analyzed them through a descriptive phenomenological method.

The results of the study were organized into the parents' narratives, themes of the parents' narratives, and proposed guidelines for parents with disabilities in the COVID-19 response. The narratives revolve around the participants' parenthood experiences, the changes brought by the pandemic into their lives, the stigma they have felt, how they adapted to obstacles during the pandemic, and their hopes for the future. There were four (4) major themes extracted from these narratives: (1) Pandemic Parenting; (2) Resiliency Amidst Difficulties; (3) Insight Into Diversity; and (4) Post-Pandemic Hopes.

Based on the findings of the study, it can be concluded that the differently-abled parents have mixed experiences, but commonly shared financial difficulties, family discord, social discrimination and isolation, added responsibilities, and physiological and psychological

changes during the COVID-19 pandemic, which affected their health and well-being. The interplay of personal, environmental, and occupational factors affects the occupational identity and balance of parents with disabilities. Although the COVID-19 pandemic has brought changes to the lives of parents with disabilities, adaptation is possible. However, existing concerns of parents with disabilities require more focus to be addressed.

IMPACT OF BURDEN AMONG SELECTED CAREGIVERS OF ADULTS WITH DISABILITY AT REHABILITATION CENTERS IN CEBU CITY: PROPOSED COPING STRATEGIES

Marjorie Jyll O. Urgel, OTRP - MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study was conducted to determine the burden among selected caregivers of adults with disabilities at rehabilitation centers in Cebu City. The study utilized a quantitative descriptive research design which involved 240 caregivers of adults with disabilities. Utilizing demographic profile and the Caregiver Burden Inventory (CBI), the result revealed that the majority of the respondents' age ranged from 40-59 years old. With regards to impact of burden, majority of the respondents experience risks of burning out. On the subscales, the majority of the respondents have moderate burden on time dependency and physical health; low burden on the development subscale and very low burden on the emotional and social relationship subscale. Based on the results, caregivers would surely experience risks of burning out since their care recipients are mostly dependent on them to attend to their needs which would result in constant fatigue and being physically tired. The results revealed a weak strength on the association of demographic profile and the impact of burden. The study concluded that most of the caregivers experienced burden but with moderate burden on time dependency and physical health and that their demographic profiles do not have effect on the level of burden they experienced.

**ORGANIZATION DEVELOPMENT INTERVENTION ON THE
ORGANIZATIONAL CULTURE OF IBO ELEMENTARY SCHOOL,
LAPU-LAPU CITY**

Stanley Clark M. Dipay - PhDOD 2022

Cebu Doctors' University

Mandaue City

ABSTRACT

The development of education must be consistent with the development of the organization. This study is to determine the effects of the organizational development intervention on the culture of Ibo Elementary School by four traits namely adaptability, mission, involvement, and consistency. An action research methodology was utilized in the study. There was a pre-evaluation made with the respondents' organizational culture using a standardized tool, Denison Organizational Culture Survey by Dr. Daniel R. Denison. After evaluating the underlying cultural traits and management practices, an intervention was conducted. Then, a post evaluation was done which revealed that there are differences on the trait's mean performance between Pre and Post Organizational Development Intervention phases. The interpretation of the organizational culture is in high culture category in all the four traits with minimal increase of mean scores from the pre-evaluation as after the intervention, sustained culture is expected. Based on the findings of the study, it is concluded that the Organizational Development Intervention was effective as it has brought development and improvement on the organizational culture structure on all the traits and indexes under.

LEVEL OF FEAR AND COPING AMONG HEMODIALYSIS OUT-PATIENTS IN CEBU DOCTORS' UNIVERSITY HOSPITAL IN THE TIME OF COVID-19 PANDEMIC: PROPOSED COPING DEVELOPMENT PROGRAM

Rachel B. Lapiña, RN - MSN 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study determined the relationship between the level of fear and coping among hemodialysis out-patients in Cebu Doctors' University Hospital during the time of pandemic Covid-19. Purposive sampling was used to choose 130 respondents. A descriptive correlational design using the Fear of Covid-19 Scale (FC-19S) by Pakpour, A. et al. (2020) and the Brief Resilient Coping Scale (BRCS) by Sinclair and Wallston (2004) was utilized. The study determined the distribution according to the patient's profile and the relationship between the level of fear of Covid-19 and coping; and when grouped according to the patient's profile.

Most of the respondents were aged 41-65 years old and above. There were more males than females. Most of them were living with their own families. As to the comorbidities, hypertension and diabetes were the major comorbidities among the respondents. Most of the patients had a high level of fear of Covid-19. Furthermore, the respondents' coping with Covid-19 was generally low to medium coping. For the relationship between the level of fear of Covid-19 and coping, patients had a high level of fear and a high coping mechanism. However, the relationship was interpreted as weak. The researcher concluded that hemodialysis patients had a high level of fear of Covid-19 and had a medium to low coping. Hence, a proposed coping development program is recommended to increase the level of coping and decrease the level of fear of Covid-19 among hemodialysis out-patients.

**THE IMPACT OF KNOWLEDGE, ATTITUDES, AND PRACTICES
OF MEDICAL TECHNOLOGISTS ON ADHERENCE TO COVID-
19 INFECTION PREVENTION AND CONTROL IN CAGAYAN DE
ORO: PROPOSED ENHANCED CLINICAL INTERNSHIP
FLEXIBLE LEARNING**

Amelda Caga-Libres – MSMT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

The methods observed in preventing and controlling infection are critical in protecting the operation of services that provide medical and other healthcare services and easing its effect on the susceptible population. Because of their numerous exposures to COVID-19 cases, Medical Technologists are regarded as one of those who are at high risk of infection and may be liable for the scattering of diseases in healthcare institutions. At the vantage point on above statements of the present study will evaluate the impact of the knowledge, attitudes, and practices of Health Care Workers adherence to COVID-19 associated factors of Medical Technologists who suffered undesired fate involving potentially infection to the COVID-19 virus and on the infection prevention and control. This study utilized a descriptive-correlational research design and conducted questionnaire survey to 158 MTs to determine the relationship between the domain of COVID-19 and the adherence to infection prevention and control measures.

The findings on the level of knowledge in adherence to COVID-19, described as Highly Knowledgeable, it means that when a medical technologist exhibits a full understanding of the characteristics of knowledgeable and demonstrate familiarity of information. In the level of Attitudes in adherence to COVID-19, verbally described as Slightly Positive Attitude, it means that when a medical technologist exhibits a full understanding of the emotions, ideas, values, beliefs, and behaviors of the respondents. The evaluation of the respondents on their level of Practice in adherence to COVID-19, this was verbally described as Moderately Practiced, it means that when a medical

technologist manifested their actual compliance, applications, and usage relating to COVID-19 pandemic rules and regulations as standard set by the government institution. Furthermore, the evaluation of the respondents on their level of Adherence on Administrative Controls among Medical Technologists on Covid-19, was verbally described as Always, it means that when a medical technologist manifested in getting ready and responding to patients suspected to or declared to have COVID-19, close coordination and effective communications are essential among emergency responders. The respondents evaluated their Level of Adherence on Environmental Control Measure among Medical Technologists on Covid-19, this was verbally described as Most of the Time, it means that when a medical technologist manifested their actual compliance, applications, and usage relating to COVID-19 pandemic rules and regulations provides guidance for environmental control and services of the workers as standard set by the government institution. Lastly, the respondents evaluated their level of Adherence on Personal Protective Equipment Measure, this was verbally described as Always, it means that when a medical technologist manifested their adherence on Personal Protective Equipment Measure, actual compliance, applications, and usage relating to COVID-19 pandemic rules and regulations as standard set by the government institution during COVID-19 pandemic.

The impact of knowledge, attitudes, and practices of the Medical Technologists has a strong and positive relationship with the adherence to administrative control, environmental control, and personal protective equipment. This was showed by the said healthcare providers because they are highly knowledgeable, demonstrate positive attitudes, and has a good practiced with regard to combatting COVID-19. Therefore, this study has many implications for other healthcare professionals, policymakers, and other stakeholders. It provides a framework to establish a proposed enhanced clinical internship flexible learning.

**ACADEMIC STRESS AND EMOTIONAL INTELLIGENCE ON A
DISTANCE LEARNING EDUCATION AMONG SENIOR HIGH
SCHOOL STUDENTS OF CEBU DOCTORS' UNIVERSITY:
PROPOSED GUIDANCE COUNSELING PROGRAM**

Hector S. Lampera, RPsM - MAPsych 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

The present study was intended to discover the relationship between academic stress and emotional intelligence during distance learning education among senior high school students at Cebu Doctors' University. The study was a descriptive correlational survey that used standardized tools to measure academic stress and emotional intelligence. The standardized instruments were the Emotional Intelligence (PcSc) Scale and Questionnaire on Academic Stress in Secondary Education (QASSE), these tools were found to be reliable in the local settings.

The study was participated by 300 enrolled senior high school students through a convenience sampling technique. The findings showed that the majority of the respondents are aged 18 years old and above (190, 63.3%), females reached 225 (75%) of the participants, and 77 (25.7%) of the participants are categorized as Middle Class in terms of economic status. Respondents are experiencing a moderate level of academic stress ($M = 97.6$, $SD = 14.9$), moderate level of personal competency ($M = 98.3$, $SD = 15.6$), and a high level of social competency ($M = 123.3$, $SD = 16.1$). Grade level is positively correlated with academic stress ($r_{pb} = .122$), Sex as well is positively correlated with academic stress ($r_{pb} = .182$), which implies that compared to men, females are more stressed academically. Age is positively correlated to personal competency ($r_{pb} = .104$), and Sex is negatively correlated with personal competency ($r_{pb} = -.001$), Income as well is positively correlated with personal

competency ($r_{pb} = .227$) and social competency ($r_{pb} = .147$). It is also found that academic stress is negatively correlated with self-motivation ($r = -.131$) and lastly, Personal competency is negatively correlated with academic stress ($r = -.206$) while social competency is not ($r = .025$).

The conclusion of the study showed that students who are aged 18 years old and above, grade 12 and female are experiencing more stress academically, students who are aged 18 years old and above, grade 12, male, and students who have a higher family income are more self-aware, self-motivated, and can regulate their emotions and stressed students academically are those who have low self-awareness, low self-motivation, and difficulty regulating their emotions. The study recommends that the respondents will participate in programs that will enhance their emotional intelligence, parents build a productive relationship with their children, guidance counselors implement the recommended program made by the researcher, and deal with the current findings, and faculty members formulate a curriculum that promotes mental health, and the researcher formulated a guidance counseling program that aims to enhance students emotional intelligence to deal with academic stress.

**ORGANIZATION DEVELOPMENT INTERVENTION ON THE
FACULTY'S PERFORMANCE APPRAISAL SYSTEM AT CEBU
DOCTORS' UNIVERSITY COLLEGE OF REHABILITATIVE
SCIENCES**

Julius Zesar Yap, MATMRS, RTRP - PhDODSA 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

The purpose of this study was to determine the organizational development intervention on the performance appraisal system among the faculty in Cebu Doctors' University College of Rehabilitative Sciences on ten (10) main constructs of performance appraisal system – performance appraisal satisfaction, goal setting and purposes of performance appraisal, alignment of personal objectives with organizational goals, perceived fairness of appraisal system, types of performance evaluation measures, rating scales format, appraiser-appraisee relationship and credibility of appraiser, in-group collectivism, power distance and pay-for-performance. Utilizing the pre- and post-test research design, the respondents of the study were 83 part-time and full-time faculty from CDU College of Rehabilitative Sciences. These faculty members were the recipients of the six-month organization development interventions. Moreover, the study utilized the Performance Appraisal System Questionnaire (PASQ) as a research instrument in evaluating faculty's performance appraisal system with an overall reliability index of 0.803 indicating that the questionnaire was considered satisfactory. The findings revealed an increase in the mean scores and were consistently interpreted as "agreed" between pre- and post-ODI across the ten (10) main constructs of the performance appraisal system. On the performance appraisal satisfaction, the pre- and post-ODI mean score of 2.53 and 3.57 respectively with a mean difference of 1.04. Accordingly, the results revealed that the faculty disagreed on the extent of performance appraisal satisfaction (mean score of 2.53) before the ODI was implemented. With an increase of 1.04 mean difference after the ODI was implemented signifies that the

faculty agreed on the performance appraisal satisfaction. Moreover, the transformation indicators were being proactive, open-minded, effective communicators and leaders that serves as an observable change behavior across the ten (10) main constructs of performance appraisal system was inscribed within the ODI implementation.

Based on the findings of the study, it is concluded that the organization development intervention (ODI) was effective as it instituted an increase in the mean scores across seven (7) main constructs of the performance appraisal system among the faculty of Cebu Doctors' College of Rehabilitative Sciences. However, the qualitative description was consistent with "agreed".

ORGANIZATION DEVELOPMENT INTERVENTION ON THE PEAK PERFORMANCE OF THE RADIOLOGIC TECHNOLOGISTS IN CEBU DOCTORS' GROUP OF HOSPITALS

Timothy John D. Matoy - PhDOD 2022
Cebu Doctors' University
Mandue City

ABSTRACT

Peak performance is something that organizations and employers wanted their members and workers to achieve. Attaining and improving peak performance of members and workers may be challenging and difficult because it is influenced and affected by various factors. Training and satisfying needs of the members are some ways to achieve peak performance.

The purpose of this study was to determine the effects of the organizational development intervention on the peak performance of the Cebu Doctors' Group of Hospitals Radiologic Technologists on the four factors namely commitment, confidence, competence, and contingencies. In this study, the customized Peak Performance Inventory by Ken Hultman was used as a Pre-ODI and Post-ODI assessment for the 59 participants. These 59 participants were the radiologic technologists of Cebu Doctors' Group of Hospitals who were recipients of the OD intervention.

There was an increase in the mean score on all factors. Commitment factor increased from 45.73 to 47.02; confidence factor increased from 39.78 to 42.98; competence factor increased from 41.34 to 45.63; working conditions increased from 38.83 to 41.97; and communication factor increased from 44.75 to 45.12. There was an increased in the overall ODI score from pre ($M = 42.08$) to post ($M = 44.54$).

Based on the overall outcome of the study, it is concluded that the OD intervention designed by the researcher to improve the peak performance of the radiologic technologists was effective.

**LIVED EXPERIENCES OF OCCUPATIONAL THERAPISTS
HANDLING PEOPLE WITH DYSPHAGIA IN METRO MANILA:
PROPOSED GUIDELINES**

Lady Camille Giel T. San Antonio, OTRP - MAOT 2022
Cebu Doctor's University
Mandaue City

ABSTRACT

Occupational therapists face myriad of challenges in the field of oropharyngeal dysphagia particularly because of a lot of contributing factors including the lack of in-depth knowledge on how to evaluate and manage oropharyngeal cases, lack of actual exposure to real patients with oropharyngeal impairments, lack of confidence, scarcity of resources within the occupational therapy profession. Moreover, this study aimed to understand the lived experiences of occupational therapists working with people with oropharyngeal dysphagia. Specifically, this study identified narratives of the occupational therapists and extracted four (4) emerging themes which were transcribed and analyzed using a phenomenological approach in order to propose a detailed-specific oral and pharyngeal therapy program and other proposed guidelines. The researcher formulated a set of guide questions based on the Person-Environment-Occupation (PEO) Model and conducted a face-to-face and online interview with the six (6) occupational therapists. Results were then transcribed and analyzed using a phenomenological analysis to proposed guidelines for occupational therapists.

Based on the subjective information from semi-structured interviews, the following are the findings of the study: The narratives of six (6) occupational therapists are categorized as follows: Insights on oropharyngeal dysphagia, contributing factors to challenges, responses to challenges, acknowledging abilities and confidence, assessing the patient, managing oropharyngeal dysphagia, modifying diets, and safety parameters to consider. The extracted themes are derived and collated based on their narratives, namely: Pulling through, taking it one day at a time, holistic occupational therapy, and understanding through a multi perspective approach.

The study concluded that occupational therapists still experience struggles and challenges in the field of oropharyngeal dysphagia due to lack of in-depth educational focus, resources and study in the occupational therapy profession that will guide them in oropharyngeal evaluation and management. Hence, some of them have doubts on their skills and would opt to refuse patients and/or ask help from different disciplines or to a more experienced occupational therapist. Therefore, the researcher recommended the use of proposed guidelines to address the gap within the occupational therapy profession and occupational therapy practitioners.

LIVED EXPERIENCES OF OCCUPATIONAL THERAPISTS WITH DILEMMAS IN THE ACADEME: PROPOSED ETHICAL GUIDELINES

Shanielle Marie T. Villa, OTRP – MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

Occupational Therapy (OT) throughout the years has been a vocation and profession that is gradual in its progression and evolving at an even pace, evidenced by numerous supporting evidenced based studies and literature about varying treatment methods, intervention techniques, roles in different settings, etc. Different experiences of occupational therapists in the field have also been probed into, however, there are only a few literatures about OTs and their experiences with ethical dilemmas; especially in the academe where an occupational therapist works as part of the faculty of higher education or a clinical instructor in the clinical setting. Moreover, this study aimed to understand the lived experiences of Occupational Therapists who work in the Academe setting about the different dilemmas they encounter. Specifically, this identified the narratives of the Occupational Therapists where four (4) emerging themes were transcribed and analyzed using a phenomenological approach so the researcher could propose an ethical guideline for the universities and colleges that offer an Occupational Therapy program and the Accredited Integrated Professional Organization (AIPO) of OT which is the Philippine Academy of Occupational Therapists (PAOT). The researcher formulated a set of guide questions based on the Code of Ethics from PAOT and conducted an online interview with the three (3) OTs who fit the criteria of the study.

Based on the information gained from the semi- structured interviews, the following are the findings of the study: The narratives of three (3) occupational therapists are categorized as follows: Beneficence, Autonomy, Privacy and Confidentiality, Duties, Veracity,

Fidelity, Veracity, Emphasis of the OT code of Ethics in the Academe and Thoughts of ethical improvement in the Academe. The extracted themes are namely: Issues on Communication, Issues on quality education, Issues on conflicting values and Issues with competence.

The study concluded that ethical issues exist in the Academe and involve the faculty members themselves, their colleagues, their students and the institution they work for. These issues were also found to exist in different institutions that teach Occupational Therapy in Cebu. Evidenced by the common experiences and concerns of the participants despite having different environmental and educational climates. It is also found that at the end of the day, the participants want what is best for the students and are willing to go to great lengths just to be able to provide quality education and maintain the standards they have set for themselves.

EXPERIENCES OF PERSONS WITH DISABILITIES DURING NATURAL CALAMITIES IN DIPOLOG CITY: PROPOSED GUIDELINES

Meagan Kimberly G. Kannenberg, OTRP - MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study was conducted to explore phenomenologically the lived experiences of persons with disabilities in times of natural calamities in Dipolog City. Qualitative research design was used in this study. In-depth personal interviews were implemented to the twelve (12) PWDs to extract their lived experiences. The method was based on the phenomenological design as the researcher aimed to understand the plight of the participants and how they survived.

The study results were organized based on the PWDs narratives. Themes were drawn from the lived experiences of PWDs and were formed from a cluster of codes. The narratives resulted in the extraction of six (6) themes, namely: (1) Surviving the Unbearable (2) Power of Encouragement (3) When All Seems Lost (4) Living with the Lights Off (5) Motivated to Live and Love More and (6) Strengthened with Love.

The findings revealed that PWDs are amongst the vulnerable population, and their community is undoubtedly greatly impacted when there is a natural calamity. Strengthening programs that are tailored to their needs requires the assistance of an occupational therapist, along with other professionals, the local government, and the community, in order to increase the population's resilience, awareness, and participation in terms of reducing future catastrophic risk.

**EXPERIENCES OF TECHNICAL EDUCATION AND SKILLS
DEVELOPMENT AUTHORITY TRAINERS ON THE TRAINING
NEEDS IN HANDLING YOUTH WITH SPECIAL NEEDS (YSNs)
AT TAYUMAN BRANCH, TONDO, MANILA: PROPOSED
REFERRAL SYSTEM**

Dianne April T. Chan - MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study was conducted to find out the experiences of TESDA trainers in the training needs in handling Youth with special needs (YSNs) in their vocational training programs specifically at TESDA, Tayuman Branch in Tondo, Manila. The purpose of this study was to identify the needs of TESDA trainers with the aim of creating a referral system that may benefit not only the trainers but also persons with disabilities and Occupational therapists. A qualitative research design utilizing semi-structured interviews and a focus group discussion was used to gather the narratives of the participants. Six themes were extracted from their narratives. The themes identified were: Living with the Lights On, Surviving with the Social Labels: The Strength, Adding more Shot to the Unbearable, Atmosphere of Challenge and Encouragement, Giving Credit to Keep on Going, and Moves of the Heart: Collaboration. A phenomenological approach was used to interpret the themes.

Looking at the trainers' experiences are important as they play a vital role in the smooth integration of YSNs in the workforce through proper training. Negative experiences associated with YSNs was prevalent during the trainers' narratives of their experiences, however, all the trainers were willing to accept and include YSNs in their programs as long as they get access to more trainings and education regarding handling YSNs, support from family members and collaboration with other professionals. A proposed referral system wherein a trainer can easily follow a route as to where they could seek consultation in order to make including YSNs more attainable can be beneficial to both YSNs and trainers was created as the output of this study.

The findings revealed the collaboration of the TESDA Trainers and the Occupational Therapists to ensure that the goals of the YSNs are met and their well-being are achieved. The output of the study is a referral system of the participants with the support of the OTs.

LIVED EXPERIENCES OF YOUNG RESIDENTS OF A DRUG REHABILITATION CENTER IN LILO-AN, CEBU: PROPOSED TIME–USE GUIDELINES

Johara B. Mercado - MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

Gainful time-use is necessary to better understand the well-being of a community including the degree to which people experience stress due to having too little or too much time. With the emergence of occupational therapy, the scope of study of time-use with the integration of occupational therapy is at scarce. With the phenomenon of drug rehabilitation on time-use in compliance with institutional schedule, and the use of off-schedule time, this present research talks about the lived experiences of young residents in a drug rehabilitation center in Liloan Cebu.

The study utilized a focus group discussion, and in-depth follow-up interviews and a total of 8 drug dependents have participated in which the data gathered was processed and analyzed using descriptive phenomenology. The findings of the study indicated the emergence of four themes namely, (1) Sense of Acceptance, (2) Faith Re-ignite, (3) Occupation as Aspirations, and (4) A Lifetime for Good.

Based on the findings of the study, it can be concluded that the young residents of a drug rehabilitation clinic in Cebu are people who have not lost hope in life. They are individuals who need an absolute sense of belonging in our respective family, peers, and loved ones. The residents were able to heal and overcome their drug addiction through spiritual wellness but that alone is not enough to set them up for success after graduating from the rehabilitation program. Ultimately, the residents find value in their use of time and incorporating programs and activities that can help them enhance their life skills and improve their quality of life. The importance of record keeping and having meaningful day-to-day activities was also determined.

**LIFE SATISFACTION AND SUBJECTIVE WELL-BEING OF
CHILDREN WITH SEPARATED PARENTS IN DOLORES,
EASTERN SAMAR: PROPOSED PROGRAM**

Fernando L. Tanglao Jr. – MAPsych 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study examined the life satisfaction and subjective well-being of children with separated parents in Dolores, Eastern Samar, Philippines. It aimed to address a research gap on the dynamics of separation of parents on children and explore the demographic profiles of the children, and various dimensions as they correspond to their life satisfaction and subjective well-being. A program was proposed consisting of activities that aim to improve the life satisfaction and subjective well-being of the children by enhancing the education of parents, increasing household income, improving father-child communication, fostering relationships between children with friends and teachers, and creating an enjoyable family environment.

A descriptive cross-sectional research method was employed using a survey questionnaire based on the Multidimensional Students Life Satisfaction Scale and Subjective Well-Being Inventory. The respondents were identified through purposive sampling.

Findings showed that 89% of the children find school interesting and 88% find their friends nice to them. Further, 76% like where they live and 78% like their neighbors. Only 73% like themselves and get along with their family. Further, 84% of the children have moderate subjective well-being, only 15% have high level subjective well-being and only 1% report low subjective-well-being. These suggest that a substantial majority have life satisfaction and subjective well-being that could be improved.

The life satisfaction of children with separated parents in Dolores, Eastern Samar are high with a substantial majority of them reporting that they are either very satisfied or satisfied with their lives in general. On the other hand, the subjective well-being of the aforementioned children are moderate with a majority of them reporting that they have moderate subjective well-being. This leads to the ineluctable conclusion that parental separation in itself alone does not always lead to low level of life satisfaction and poor subjective well-being. Other factors such as the relationship of the children with their friends and family as well as the quality of their school and/ or living environment contribute to the level of their life satisfaction and subjective well-being.

**PEDIATRIC OCCUPATIONAL THERAPISTS' EXPERIENCES IN
HANDLING CHILDREN WITH DISABILITIES VIA TELE
THERAPY AMIDST COVID-19 PANDEMIC IN CEBU CITY:
PROPOSED TELE THERAPY GUIDELINES**

Mary Jaye Angelic Y. Lawas, OTRP - MAOT 2022
Cebu Doctors' University
Mandaue City, Cebu

ABSTRACT

Before the COVID-19 global health emergency, teletherapy was an emerging occupational therapy (OT) service delivery model with many positive attributes. However, widespread adoption of teletherapy as a delivery model was not yet introduced and practiced in the Philippines. Having been presented with a sudden change in occupation, adaptation to the environment, role, habits, and routine occur. This may influence one's occupational performance and participation impacting the well-being and work satisfaction of the occupational therapists. The purpose of this study is to explore, analyze and describe the experiences of pediatric occupational therapists in handling children with disabilities via teletherapy. The researcher was keen to ascertain the themes from the participants' narratives. Ten (10) occupational therapists participated in the study. The study utilized qualitative data in the form of semi-structured interviews with open-ended questions.

The researcher extracted four (4) themes from the narratives through descriptive phenomenology analysis. The themes extracted are the following: Personal Dilemma, Redefining the Role of OT, Challenges with Tele-therapy, and Continuity of Care. The findings indicated that occupational therapists are willing to consider adapting to changes to engage and cater to the needs of their clients and fulfill their role as service providers. However, some barriers affect their quality of service. These included: unreliable internet, lack of hands-on opportunity, e-helpers' (parent, caregiver, or support system available to assist the child in person during a teletherapy session),

and decreased comfort with technology.

These suggest that occupational therapists yielded an increased likelihood to adapt with the change in service delivery however occupational therapists require ongoing education and learning for successful widespread use of teletherapy to achieve quality service access, role fulfillment, and work satisfaction. Future research, particularly related to available training and support for the rapid use of telehealth technologies during the COVID-19 global health emergency, and the efficacy of teletherapy use, will yield helpful information about the likelihood of continued use of teletherapy in practice.

**PHYSICAL ACTIVITY DURING PREGNANCY OF MOTHERS IN
SELECTED MATERNITY CENTERS OF LAPU-LAPU CITY:
PROPOSED OCCUPATIONAL THERAPIST'S ROLE IN
MATERNAL CARE**

Ylyn B. Villanueva, OTRP - MAOT 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

The study aimed to determine the intensity of the physical activities among 200 mothers during pregnancy in selected Maternity Centers of Lapu-Lapu City. The study utilized a quantitative descriptive correlational research design and the Pregnancy Physical Activity Questionnaire (PPAQ) by Chasan-Taber et al. (2004) was used to gather the data on the intensity level of physical activities among mothers. The study used mean, median, standard deviation and range to describe and analyze the profile of the mothers and intensity of the physical activity. Type of delivery and intensity of the physical activity were analyzed using proportion. The relationship between mother's profile and intensity of their physical activity were analyzed using Spearman Ranks correlation and Cramer's V correlation coefficients. All results were presented using tables, data processing and analysis were done with the aid of IBM SPSS version 23.

Based on the results, the mother's profile as to maternal age showed an average of 28.40 years old with a standard deviation (SD) of 4.76 years; in terms of child's birth weight, an average of 6.71 pounds with an SD of 1.13 pounds, an average of 132.51 pounds as to maternal weight with an SD of 16.50 pounds and in terms of length of gestation, an average of 37.54 weeks with an SD of 3.06 weeks. Moreover, 90% of the mothers gave birth through normal delivery while 10% were C-section. Mothers in the study exhibit household chores or personal care the highest among physical activities with an average 186.40 of total energy expenditure. Next is at work with 70.46 total activity, as to going places with 22.34 total activity and lastly, fun

or exercise with 10.04 of total activity. Moreover, the findings showed the distribution of mothers according to intensity levels of physical activities as to sedentary activity with household chores or personal care (42.5%), going places (72%), fun or exercise (64%) and at work (51.5%); light-intensity activity with household chores or personal care (40%), going places (23%), fun or exercise (21%) and at work (28%); moderate-intensity activity with household chores or personal care (17.5%), going places (5%), fun or exercise (9%) and at work (12%); and lastly, vigorous-intensity activity with fun or exercise (6%) and at work (8.5%). The results of the study showed weak correlation wherein all values were noted to be <0.300 . Between mother's profile as to age, lowest coefficient with a negative value of -0.061 in fun or exercise while at work with a high value of 0.100 among the physical activities. As to a child's birth weight, a negative value of -0.083 at work while a high value of 0.082 found in household chores. Another weak correlation between maternal's weight and physical activity to which a low coefficient showed at work with a value of 0.057 and a value of 0.174 in fun or exercise. Lastly, as to length of gestation, a low coefficient value of -0.061 in fun or exercise while a high value of 0.062 found in household chores. Furthermore, results showed between the type of delivery and physical activity found to have a weak correlation wherein all values were noted be <3.00 . The lowest coefficient found in going places with a value of 0.022 while the highest between these activities is household chores with a value of 0.084 .

The study concluded that the mothers who engaged in physical activity during pregnancy, either decreased or increased in total activity, signify a weak correlation between the mother's profile and physical activity. This suggests that other possible factors are to be considered such as the mother's body mass index and weight gain difference from pre-pregnancy. The proposed roles of Occupational Therapists in Maternal care were made that serve as a contributing quality in the maternal care standard.

**TRANSFER OF LEARNING USING INTERNATIONAL
STANDARD OPERATION 2015 PROGRAM AMONG THE
SUPERVISORS OF ADELA SERRA TY MEMORIAL MEDICAL
CENTER, TANDAG CITY, SURIGAO DEL SUR: PROPOSED
MONITORING AND REINFORCING PLAN**

Janice V. Pagaran-Alcordero, MD – MAHAD 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

International standards followed by organization to ensure that stakeholders and customers are served with regulatory and statutory products and services, ensuring efficiency of resources. If the hospital employees understand, and appreciate what was being taught during training, the organization will benefit from it through their improved work performance. This becomes the return of investment.

The study aimed to assess the factors affecting the transfer of learning using the International Standard Operation 2015 program among the supervisors of Adela Serra Ty Memorial Medical Center which will be the basis for proposed monitoring and reinforcing plan. This research identified the relationship between the demographic profile of the hospital's department heads and the factors affecting the transfer of learning. The respondents of this study were the fifty (50) department heads who are assigned for organizing and overseeing the health services and daily activities of the healthcare facility, and their fifty (50) officers in-charge who are tasked to manage the entire facility or supervising departments. It was conducted in Adela Serra Ty Memorial Medical Center, Tandag City, Surigaodel Sur. The tool employed in this study was taken from the book of Scott B. Parry. This is a collection of tools and techniques for evaluating training programs. The purpose of the Instrument was to determine the transfer of learning that would take place upon completion of a specific course. The instrument was made up of two parts; the initial part was the

demographic profile while the second part was the assessment of learning. Thus, study prevailed that the profile of the respondents belonged to the middle-age bracket who completed baccalaureate degree having attended 1-10 trainings and have served the hospital for 1 – 10 years. It can be inferred that most of the respondents have gained a level of maturity having belonged in the middle age bracket.

Therefore, there is a need to propose a reinforcing and monitoring program using the International Standard Operations 9001:2015 should be continuously implemented to maintain the highest standard of workmanship among the employees of Adela Serra Ty Memorial Medical Center.

**ATTITUDE ON COVID-19 AND COMPLIANCE WITH THE USE
OF PERSONAL PROTECTIVE EQUIPMENT (PPE) AMONG
NURSES IN SELECTED PRIVATE HOSPITALS IN CEBU:
PROPOSED ENHANCED PPE PROTOCOL AND GUIDELINES**

Phoebe Kates T. Mangarin, RN – MSN 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

A descriptive-correlational study was conducted to determine the relationship between attitude on COVID-19 and compliance with the use of PPE. Questionnaires were administered to 121 nurses who were able to handle COVID-19 positive patients and have undergone PPE training as mandated by the Department of Health. The Attitude on COVID-19 among Nurses: A Questionnaire Based Multicenter Cross-Sectional Study is a 3- item modified tool used to measure the attitude towards the disease condition. The Merheimer PPE Checklist is also a modified tool that consists of 15 items used to measure the respondents' compliance to PPE usage. Both tools were developed from extensive literature review and experts' consultation and subjected to pre-testing obtaining a good internal consistency of 0.829 and 0.858, respectively.

Majority of the respondents were young adults (99.2%), females (72.7%), single (70.2%), and worked for more than 40 hours per week (57.0%). Majority of the respondents (83.5%) had a positive attitude on COVID-19 followed by those with a negative attitude accounting for 16.5%. Most of the respondents (98.3%) were highly compliant with PPE use. Those who were moderately compliant with PPE use account for 1.7% while no respondent was found to be low compliant.

Spearman Ranks Correlation Coefficients was used and revealed that there was a positive weak relationship ($r_s = 0.277$) between attitude on COVID-19 and compliance with the use of PPE among nurses in the selected private hospitals in Cebu. Item analysis was conducted and showed that nurses agree that this pandemic will be successfully controlled in which health authorities in Cebu can fight the battle against COVID-19, and that proper use of PPE will help prevent the spread of infection. It also showed that nurses frequently or always perform the correct technique in proper donning and doffing of PPE. However, there are a few respondents who admittedly do the proper PPE usage only for some time. The findings of this study showed that the majority of the respondents displayed a positive attitude toward COVID-19 and are highly compliant with PPE use. Furthermore, as the emergence of new variants and other infectious diseases may be inevitable in the future, an enhanced PPE protocol and guidelines webinar will be conducted to ensure compliance with PPE use.

**FOUR SEASONS: THE LIVED EXPERIENCES OF TRIAGE
NURSES IN TIMES OF COVID-19 PANDEMIC IN SELECTED
HOSPITALS IN CEBU: PROPOSED HEALTH RELATED
QUALITY-OF-LIFE PROGRAM**

Janelyn L. Ortiz, RN – MSN 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This qualitative study aimed to explore and gain in-depth understanding of the lived experiences of triage nurses during the COVID-19 pandemic utilizing Husserl's phenomenological approach and Collaizi's method of qualitative data analysis. Seven nurses from the Lapu-Lapu City District Hospital, Mactan Doctors' Hospital, and Cebu Doctors' University Hospital were chosen using purposive sampling. For data collection, a series of semi-structured virtual interviews were conducted until data saturation was attained.

The four themes developed in this study were drawn from the four seasons. The influx of patients fluctuates, similar to what the triage nurses experienced during the pandemic. The shifting of the seasons is highly significant as it tells us about natural movements on our planet and in life in general. Seasons change, and life is in a constant state of flux. Learning to anticipate and respond to change in order to improve life while reducing negative outcomes would be advantageous. Four main themes were generated to characterize the lived experiences of triage nurses during the COVID-19 pandemic. These were The Fall Season of Physical and Mental Exhaustion with subthemes Unmet Abraham Maslow's Hierarchy of Needs, Escalating Anxiety and Fear of the Unknown Future; Wintry Pressure of Impending Code Blue with subthemes Choiceless Choice and Cold repression of emotions; Bearing the Scar in the Hope of Spring associated with subthemes The Nightingale's Pledge and Nurturing the Nurse; and lastly, The Most Awaited Summer of Overcoming Adversity with subthemes The Thriving Enhanced Skills, Rediscovering Thyself, and Daylight of Strengthened Faith.

The findings show that the triage nurses' experiences during the COVID-19 pandemic resulted in physical and mental distress. These events begin to deplete the triage nurses' lives, making them feel as if they are at the end of their rope. However, with the grace of God who strengthens them, they are able to overcome all of their challenges. They were reassured by their relatives and friends, and the general public that they were there to provide support. These triage nurses have geared up and continue to provide treatment to the sick despite their fear, anxiety, and skepticism. Hence, the researcher conducted a Health Related Quality-of-Life Program. Which aimed to find equilibrium of the numerous aspects represented by the Quality-of-Life program, resulting in a sense of fulfilment and overall contentment.

DOCUMENTARY ANALYSIS OF SUPREME COURT MEDICAL MALPRACTICE CASES FROM 1980 TO 2020: PROPOSED INFORMATION AWARENESS

Mary Gertrude O. Cordovez, M.D. – MAHAD 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study aimed to review all decided cases of medical malpractice claims referred to the Philippine Supreme Court from 1980 to 2020.

This is a documentary analysis. Secondary data by internet search was done to look for medical malpractice cases. Record sheet will be used to document the pertinent information. After tabulation in the record sheet, summary of each factor will be done by frequency statistics.

Twenty-six (26) cases of medical malpractice were identified. Most of the patients were adults (77%) and females (61.5%). The consultants were sued 88.5% (23/26) of the time. The consultants sued mostly were obstetrics-gynecology at 28.6%, general surgeons at 26.2% and anesthesiologists at 26.2%. The residents, nurses /midwives and interns were implicated in 26.9%, 11.5% and 3.8% of the cases respectively. Most of the cases filed were civil cases at 61.5% (16/26). The result showed primary dispute was mostly performance error in 46.1%. The outcome of the injury was due to the death of the patient at 61.5%. For the civil case, 50 % (14/28) of the consultants were liable for negligence and 60.6% (14/28) were not liable for negligence. The hospital was liable in 33.3% (5/15) of cases filed against the hospital. The legal doctrines used by the SC on civil cases were article 2176 of the Civil Code, *res ipsa loquitur*, captain of the ship, borrowed servant doctrine, negligence per se and informed consent. The legal doctrine for the hospitals were doctrine of respondent superior/vicarious liability and apparent

authority/ostensible agency. The legal doctrines for the criminal cases are simple negligence resulting to homicide, reckless imprudence resulting to serious physical injury and reckless imprudence resulting to homicide. The shortest duration was 5 years and the longest duration before SC decision was 26 years. 42% 15 to 20 years.

Only few medical malpractice cases reached the Supreme Court and might represent only a small percentage of the total suits. The obstetrics-gynecologists, general surgeons and anesthesiologists were the most sued consultants. The most common cause of primary dispute is due to human errors. The hospitals were implicated in 50% of the lawsuits and the duration from filing of the complaints to resolution by the Supreme Court ranges from 5 years to 26 years.

**ASSESSMENT OF THE QUALITY OF PRENATAL CARE OF
GLORY REBORN ORGANIZATION, INC.: PROPOSED
SUSTAINABILITY PROGRAM**

Magdalena G. Eguia, M.D. – MAHAD 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

The importance of quality prenatal care goes beyond maternal and fetal health. As stated by the Department of health of the Philippines, good prenatal care connects women and their families with the formal health system. Prenatal care may be their first encounter with health care providers so that it is important to make it a good experience (DOH, 2016). For first time mothers, their experience with prenatal care will greatly affect their decision to use prenatal care in future pregnancies (WHO, 2016).

As a birthing home, an integral part of the operations of Glory Reborn Organization, Inc. is prenatal care. Since it serves the marginalized women of Cebu City, most of its services are given free of charge. The management wants to make sure that patients do not only come to Glory Reborn because it eases them from financial burden but more importantly because quality of prenatal care is good especially now that adjustments in patient care are being done to decrease the transmission of Covid-19.

Amidst the modifications in patient care brought about by the Covid-19 pandemic, this study aimed to assess the quality of prenatal care of Glory Reborn Organization, Inc. based on six subscales, namely: Information Sharing, Anticipatory Guidance, Sufficient Time, Approachability, Availability, and Support and Respect. It also aimed to analyze the quality of care across demographic profiles.

One hundred sixty-three respondents recruited by complete enumeration from May 15, 2021 to August 31, 2021 who were at least 18 years old, at least 36 weeks pregnant and had undergone at least three prenatal check-ups at Glory Reborn Organization, Inc. for their pregnancy during the study period, and read and understood English or Cebuano answered the questionnaire that had two parts. The first part captured the profile of the respondents as to age, educational attainment, parity, marital status, and telehealth use while the second part made use of the 46-item Quality of Prenatal Care Questionnaire (QPCQ) developed by Sword et al (2012). Proper approvals were sought prior to the commencement of the study, including the approval from the Cebu Doctors' University-Institutional Ethics Review Committee (CDU-IERC).

A descriptive cross-sectional survey method was used. The demographic profiles, quality of care, and the quality of care across demographic profiles were analyzed using proportion. Results were presented in a frequency distribution table. IBM SPSS version 22 was utilized for data processing and analysis. Based on the findings and conclusions, a Prenatal Care Providers' Sustainability Program is proposed and recommended to be adapted by Glory Reborn Organization.

Based on the data gathered, it was shown that most of the respondents were between 25-34 years old (99 out of 163 respondents or 60.7%), had college education (93 of the 163 or 57.1%), were nulliparas (61 of the 163 or 37.4%) and primiparas (55 of the 163 or 33.7%), were cohabiting (89 out of the 163 or 54.6%), and did not consult by phone or online (96 out of 163 or 58.9%). Further analysis showed that the Quality of prenatal care of Glory Reborn Organization, Inc. was assessed as Very High Quality, and presented from highest to lowest rating, as follows: Information Sharing, Support and Respect, Availability, Sufficient Time, Anticipatory Guidance, and Approachability. It was also noted that the prenatal care was rated Very High Quality across all profiles.

**RETROSPECTIVE STUDY OF PRIMIGRAVID MOTHERS ON
FETUS AND DELIVERY COMPLICATIONS IN BACOLOD CITY:
PROPOSED POLICY BRIEF**

May Claire Tad-y, MD- MAHAD 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This retrospective study aimed to determine the fetus and delivery complications of primigravid in Bacolod City when grouped according to maternal age and its proposed policy brief. A total of 1,529 patients from 2013 – 2018 were reviewed and tallied.

This study is anchored on the National Guidelines from many organizations in the United States and other countries of the world, including The American College of Obstetricians and Gynecologists (ACOG), the Royal College of Obstetricians and Gynaecologists, and the Society of Gynecologists of Canada which highlights the benefits of obstetric ultrasound examination, including accurate determination of gestational age, fetal number, cardiac activity, placental localization, and diagnosis of major fetal anomalies. Further, the Department of Health's "National Safe Motherhood Program" as a policy addressing the increasing trend in the Philippine Maternal Mortality Ratio. Aside from the DOH Health National Safe Motherhood Program, Bowlby's attachment theory became the basis the establishment of the appropriate variables in the objectives of this study. Result revealed that among the 1,529 primigravid mothers with complications from year 2013 to 2018, 13.9 % are in the early age (19 years old and below), 74.1 % in prime age (20 to 32 years old) and 12.0 % are in the late age (33 years old and above); 40.5 % are seen to have fetal complications, 18.1% have delivery complications and 41.5 % have complications on both the fetus and delivery.

This study concluded that the primigravid mothers with complications are not only limited to one age group. Fetal complications vis-à-vis with fetal and delivery are higher than complications in delivery alone. Thus, this recommends that primigravid must adhere with the antenatal care of the Department of Health, specifically, with a number of ultrasonography for early detection of complications and interventions and promote health education relative to the significance of the procedure on health and its early intervention in the attainment of the DOH goals relative to the maternal and neonatal mortality.

**LIFESTYLE PRACTICES AMONG PATIENTS AT PACETE
MEDICAL CLINIC-TALISAY CITY, NEGROS OCCIDENTAL:
PROPOSED HOSPITAL HEALTH RISK AWARENESS PROGRAM**

Jimmy B. Pacete, MD - MAHAD 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

This study sought to determine the lifestyle practices among the patients admitted at Pacete's Medical Clinic, Talisay City, Negros Occidental during the year 2019 as basis for proposed Hospital Health Risk Awareness Program. The respondents of this study were 100 patients with cardiovascular problems, 100 patients with cancer issues, and 100 patients with pneumonia or respiratory problems. The frequency and percentage was used to determine the respondents' profile and the mean was employed to find out the extent of the respondents' lifestyle in terms of diet, daily routine, exercise, and social support and positive thoughts.

More than half of the total respondents came from the older group; thus, leaving the female group with less than half of the total number of respondents. There were more male respondents than the female ones. The extent of the respondents' lifestyle practices in terms of diet was "to a moderate extent." The respondents were sometimes careful about how much food were placed on their plate and they like to cook. However, the respondents were poor in calculating calories in every meal and could not even avoid eating when stressed or disappointed. Likewise, the extent of the respondents' lifestyle practices in terms of daily routine was as "to a moderate extent." Respondents were not that careful about not missing a meal each day and on eating a good breakfast. Similarly, the respondents were not meticulous when it comes to following a scheduled program for daily activities and in eating dinner at the same time each day. In similar fashion, the extent of the respondents' lifestyle practices when it comes to exercise was "to a moderate extent." The respondents

sometimes do aerobic exercise and other exercises in an organized manner though not consistent. Moreover, the extent of respondents' lifestyle practices in terms of social support and positive thoughts was "to a moderate extent." The respondents spent sometimes concentrating on positive thoughts when experiencing difficult moments and even tried to balance their time between work, personal life, and leisure. Proposed Hospital Health Risk Awareness Program is developed by the researcher based on the findings of the study. It is designed to increase risk awareness among the beneficiaries of this study particularly the clients and the public in general.

In terms of diet, the respondents were not cautious as to the amount of food that they had to take in every meal. They had poor eating habits which could have adverse effects on their health. When it comes to daily routine, the respondents failed to have an excellent schedule of activities intended to improve their lifestyle practices. As regards exercise, the respondents failed to have regular and consistent aerobic exercise and other forms of exercises in an organized manner. In terms of social support and positive thoughts, respondents engaged on positive thoughts most especially during their down moments purposely to relieve from stress and improve their overall mood and well-being. Thus, positive thoughts had an affirmative link with health benefits.

**JOB SATISFACTION, WORK BEHAVIOR, AND PROFILE OF
THE MANAGEMENT SUPPORT STAFF OF MCRI GLOBAL
CORPORATION: PROPOSED EMPLOYEE DEVELOPMENT
PROGRAM**

Jugel G. Jumamoy - MAOD 2022
Cebu Doctors' University
Mandaue City

ABSTRACT

The study was conducted to assess the levels of job satisfaction, work behavior, and profile of the rank-and-file employees of MCRI Global Corporation. This research study utilized a descriptive survey using the standardized tool of Minnesota Satisfaction Questionnaire (MSQ) and Work Behavior Assessment Questionnaire prepared and developed by the researcher. All of the answers made by the respondents were tabulated, analyzed, and interpreted accordingly.

The level of intrinsic and extrinsic job satisfaction for all the respondents is relatively high regardless of the civil status, length of service, age, and educational attainment. On the other hand, the work behavior scores for all the respondents in terms of Attentiveness, Politeness, Courtesy, Communication, Empathy, Intellectual Flexibility, Emotional Intelligence, Honesty & Reliability, Humility, and Fairness are likewise high.

The findings of this study revealed that generally, there is no relationship between the profile of the respondents and the level of their job satisfaction as well as work behavior scores. Furthermore, it can be viewed that there is no relationship between the level of job satisfaction and their corresponding work behavior.