

# **CEBU DOCTORS' UNIVERSITY**

**Mandaue City, Cebu, Philippines**



## **GRADUATE SCHOOL JOURNAL**

**Print ISSN 2467-5032**  
**Electronic ISSN 2467-5040**

**2015 Issue**

# GRADUATE SCHOOL JOURNAL

Print ISSN 2467-5032  
Electronic ISSN 2467-5040

2015 Issue

A compilation of theses and dissertations published annually by the Cebu Doctors' University Graduate School.

Statements, conclusions and opinions expressed in this publication are the sole responsibility of the authors

---

## Editorial Board

### Editor

Asonita J. Parmisana, PhD

### Associate Editors

Ofelia F. Sisno, PhD

Glenda Leslie T. Baker, PhDOD

Jennilyn C Corvera, EdD

Carmen M. Eturma, EdD

Agustin D. Agos, Jr., PhDOD

Edna B. Cameron, EdD

---

Send Correspondence to:

Graduate Office Secretariat  
Graduate School  
Cebu Doctors' University  
1 Dr.P.V.Larrazabal Avenue, Mandaue City  
Trunkline 238-8333 local 8221  
Email: [cdu-gs@cebudoctorsunivesity.edu](mailto:cdu-gs@cebudoctorsunivesity.edu)

## FOREWORD

Through the years since 1983, the Graduate School had accumulated a big number of theses and dissertations that were just kept in the Graduate School office shelves and at the Graduate wing of the University Library. Theses and dissertations are precious works by graduate researchers who spent valuable time and resources to come up with their respective studies.

There is a saying that anything of value must be shared so that this “anything” will remain something of value.

We, at the Graduate School would like to share the research outputs of our graduate students to the community. Initially, our publication will include only those in the following disciplines: doctoral and masteral studies in Organization Development and Transformation, doctoral studies in OD, School Administration, masters in Nursing, masters in Educational Management, and masters in Teaching Medical Related Subjects, masters in Hospital Administration, and masters in Occupational Therapy.

In subsequent publications, we will include many disciplines in the health sciences namely: PhD studies in Nursing Science, masters in Physical Therapy, masters in Psychology, masters in Dentistry, Medical Technology and Pharmacy.

Publishing theses and dissertations will provide the graduate students and faculty the platform to showcase their works and share the outputs with their respective fields of disciplines and the entire research community.

Efren S. Valiente, PhD  
Dean, Graduate School

# TABLE OF CONTENTS

TITLE/AUTHOR	PAGE
PERFORMANCE MANAGEMENT INTERVENTION OF THE HOSPITAL MANAGEMENT TEAM (HMT) OF IRINGA REGIONAL REFERRAL HOSPITAL IN TANZANIA, EAST AFRICA <i>Edward Johnson Mwaikali, DODT</i>	7
ORGANIZATION DEVELOPMENT INTERVENTION ON THE INSTRUCTIONAL PROCESS TOWARDS QUALITY EDUCATION OF THE KIGALI INDEPENDENT UNIVERSITY (ULK) KIGALI CAMPUS RWANDA, EAST AFRICA <i>Eugene Rutungwa, DODT</i>	8
ORGANIZATION DEVELOPMENT INTERVENTIONS ON WORK PRACTICES OF INSTITUT SUPERIEUR PEDAGOGIQUE DE GITWE (ISPG) IN RWANDA, EAST AFRICA <i>Philippe Hakizimana, DODT</i>	9
ORGANIZATION DEVELOPMENT INTERVENTION ON OPEN PERFORMANCE REVIEW AND APPRAISAL SYSTEM OF IRINGA URBAN (IRUWASA) IN TANZANIA, EAST AFRICA <i>Esther Joseph Ikasu, DODT</i>	10
CHANGE MANAGEMENT INTERVENTION ON TOSAMAGANGA DESIGNATED HOSPITAL OF IRINGA DISTRICT COUNCIL, IRINGA REGION, TANZANIA, EAST AFRICA <i>Walter Makunguru Mbunda, DODT</i>	11-12
ORGANIZATION DEVELOPMENT INTERVENTION TOWARDS EFFECTIVE AND EFFICIENT PERFORMANCE OF THE PRESBYTERIAN UNIVERSITY OF EAST AFRICA (PUEA) KIKUYU CAMPUS, KENYA. EAST AFRICA <i>Miriam Wanjiku Gichung'wa, DODT</i>	13
ORGANIZATION DEVELOPMENT INTERVENTION ON THE RESEARCH CAPABILITY OF THE LECTURERS OF RUAHA UNIVERSITY COLLEGE (RUCA) IN IRINGA, TANZANIA, EAST AFRICA <i>David Mosoma Peter, DODT</i>	14
ORGANIZATION DEVELOPMENT INTERVENTION TOWARDS EFFECTIVE CORPORATE STRATEGIES OF THE ADVENTIST UNIVERSITY OF CENTRAL AFRICA IN KIGALI, RWANDA, EAST AFRICA <i>Ngabo Abel Sebahashi, DODT, Cebu Doctors' University</i>	15
KNOWLEDGE MANAGEMENT INTERVENTION ON THE COMPETENCY ENHANCEMENT OF THE ACADEMIC LEADERS OF TAKUAPA SENANUKUL SCHOOL IN PHANG-NGA PROVINCE, THAILAND <i>Pahon Ruamjai, DODT, Cebu Doctors' University</i>	16
QUALITY STANDARD OF CARE IN THE INTENSIVE CARE UNIT (ICU) OF NORTHERN MINDANAO MEDICAL CENTER, CAGAYAN DE ORO CITY: PROPOSED QUALITY IMPROVEMENT OF SERVICE <i>Stella Cortes Fabia, MAHAD</i>	17
CONTINUOUS QUALITY IMPROVEMENT ON THE HEALTH CARE SERVICES OF THE SEVENTH-DAY ADVENTIST COOPER HOSPITAL, MONROVIA, LIBERIA, WEST AFRICA <i>Diosdado G. Largosa, DODT</i>	18
PATIENTS' SATISFACTION ON PHYSICIANS' CARE IN TAGBILARAN CITY, BOHOL: PROPOSED DOCTORS' GUIDELINES <i>Ma. Cecilia Angela Espeleta-Lopez, MAHAD</i>	19
QUALITY MANAGEMENT ATTITUDE OF THE EMPLOYEES OF ALLIED CARE EXPERTS MEDICAL CENTER – VALENZUELA: PROPOSED STRATEGIES FOR IMPLEMENTATION OF QUALITY MANAGEMENT SYSTEM <i>John Jerlyn G. Cruz, MAHAD</i>	20
ASSESSMENT OF HOSPITAL STANDARDS IN BOHOL: PROPOSED PLAN OF ACTION FOR ACCREDITATION OF A NEW HOSPITAL <i>Ronald L. Ramiro, MAHAD</i>	21
LEADERSHIP STYLES AND EXPECTED PERFORMANCE OUTCOME OF THE FOUNDERS OF ALLIED CARE EXPERTS MEDICAL CENTER – BOHOL: PROPOSED LEADERSHIP DEVELOPMENT PROGRAM <i>Maita C. Cruz, MAHAD</i>	22
MANAGEMENT OF PROMISSORY NOTE ACCOUNTS OF MACTAN DOCTORS' HOSPITAL, LAPU-LAPU CITY: PROPOSED PROTOCOL IMPROVEMENT <i>Antonio Labador, MAHAD</i>	23

SOCIO-DEMOGRAPHIC CHARACTERISTICS AND SPIRITUAL CARE COMPETENCE OF STAFF NURSES IN CEBU DOCTORS' UNIVERSITY HOSPITAL (CDUH): PROPOSED SPIRITUAL CARE GUIDE <i>Neilan John R. Acaso, MAN</i>	24
THE PERCEPTION ON ORGANIZATIONAL SUPPORT AND WORK READINESS ON PERSONS WITH DISABILITY IN THE AREA VOCATIONAL REHABILITATION CENTER II IN CEBU CITY: PROPOSED OCCUPATIONAL THERAPY PROGRAM <i>Oliver Chad O. Cruz, MAOT</i>	25-26
FEAR OF FALLING AND ACTIVITY RESTRICTION AMONG SELECTED STROKE PATIENTS OF BARANGAY CASUNTINGAN, MANDAUE CITY: PROPOSED OCCUPATIONAL THERAPY INTERVENTION PROGRAM <i>Henen Faith U. Liong, MAOT</i>	27-28
THE EFFECT OF SPOTLIGHT ON SUSTAINED ATTENTION SPAN AMONG CHILDREN WITH LOW FUNCTIONING AUTISM IN TAGBILARAN CITY, BOHOL: PROPOSED TEACHING PROGRAM <i>Muffy Del Socorro Lucas, MAOT</i>	29
TRAIT EMOTIONAL INTELLIGENCE (EI) OF PHARMACY STUDENTS IN CEBU DOCTORS' UNIVERSITY AND THEIR PERCEIVED PARENTS' PARENTING STYLES ACADEMIC YEAR 2014-2015: PROPOSED PARENT – STUDENT – TEACHER RELATIONSHIP ENHANCEMENT PROGRAM <i>Honeylene B. Paloma, MATMRS</i>	30-31
ORGANIZATIONAL DEVELOPMENT INTERVENTION ON THE PERFORMANCE MANAGEMENT OF CEBU GENERAL SERVICES, INC. (CGSI) MANDAUE CITY <i>Grecela S. Iligan, DODT</i>	32
SOUTH GENERAL HOSPITAL EMPLOYEES' LEVEL OF SAFETY CULTURE AND WORK ATTITUDE: PROPOSED PROGRAM DESIGN FOR ORGANIZATIONAL SETTING ENHANCEMENT TOWARDS PATIENT SAFETY <i>Lani B. Arcenal, MAN, MAHAD</i>	33
THE RISK LEVEL ASSESSMENT OF TYPE 2 DIABETES MELLITUS AMONG CEBU DOCTORS' UNIVERSITY TEACHING AND NON-TEACHING STAFF: PROPOSED LIFESTYLE INTERVENTION PROGRAM <i>Jubeelyne Fuentes Gernale, MAOD</i>	34
STRATEGIC PLANNING ON CEBU DOCTORS' UNIVERSITY HOSPITAL'S INTERNAL ORGANIZATION TOWARDS ENHANCED COMPETITIVENESS: PROPOSED BUSINESS STRATEGIES <i>Oscar A. Tuason, MAHAD</i>	35
ASSESSMENT OF THE FUNCTIONAL CAPACITY OF PRIVATE HOSPITALS IN TAGBILARAN CITY, BOHOL: BASIS FOR DEVELOPING BUSINESS STRATEGIES FOR A WORLD- CLASS HOSPITAL <i>Jane Regner Ramiro, MAHAD</i>	36
CLASSROOM ENVIRONMENT AND THE ACADEMIC ACHIEVEMENT OF THIRD YEAR RADIOLOGIC TECHNOLOGY STUDENTS IN CEBU DOCTORS' UNIVERSITY: BASIS FOR RECOMMENDATIONS ON CLASSROOM ENVIRONMENT <i>Timothy John D. Matoy, MATMRS</i>	37
ENVIRONMENTAL BARRIERS AND LEVEL OF PARTICIPATION ON DAILY FUNCTIONAL ACTIVITIES AMONG VISUALLY IMPAIRED PERSONS IN CEBU CITY: PROPOSED OCCUPATIONAL THERAPY GUIDELINES <i>Cindy Dueñas Allego, MAOT</i>	38
THE RELATIONSHIP BETWEEN THE LOCUS OF CONTROL AND ACADEMIC ACHIEVEMENT OF THE THIRD YEAR RADIOLOGIC TECHNOLOGY STUDENTS IN CEBU DOCTORS' UNIVERSITY: PROPOSED TEACHING STRATEGIES <i>Jared B. Dela Cruz, MATMRS</i>	39
ANALYSIS OF STUDENT ENGAGEMENT AND ITS IMPLICATION IN THE OCCUPATION OF PREGNANT COLLEGE STUDENTS IN TERTIARY EDUCATIONAL INSTITUTION OF METRO CEBU: PROPOSED INFORMATION DISSEMINATION <i>Anniline C. Yu, MAOT</i>	40
REHABILITATION PROGRESS OF PATIENTS WITH DYSPHAGIA IN SELECTED HOSPITAL IN CEBU CITY: PROPOSED SWALLOWING EXERCISES GUIDELINES <i>Athena Eli I. Tan, MAOT</i>	41

LIFE SKILLS TRAINING AMONG RESIDENTS OF CEBU CITY OPERATION SECOND CHANCE CENTER: PROPOSED OCCUPATIONAL THERAPY TRANSITION PROGRAM <i>Mary Mylene V. Legaspina, MAOT</i>	42
DIFFERENCES OF PERCEIVED LEVEL OF STRESS AMONG OCCUPATIONAL THERAPIST IN METRO CEBU: PROPOSED STRESS MANAGEMENT PROGRAM <i>Sophia Doreen D. Martinez, MAOT</i>	43
THE LEVEL OF STRESS AND THE BODY COMPOSITION AMONG FOURTH YEAR OCCUPATIONAL THERAPY STUDENTS OF CEBU DOCTORS' UNIVERSITY: PROPOSED HEALTH AND WELLNESS PROGRAM <i>Kristine Jane Ceballos Lariosa, MAOT</i>	44
ORGANIZATION DEVELOPMENT INTERVENTION ON THE TEACHERS WORK PERFORMANCE OF BANBANGPHLO – YANGLOUNG SCHOOL IN PHOTALE DISTRICT PHICHIT PROVINCE, THAILAND <i>Saman Khawnoo, DODT</i>	45
ORGANIZATION DEVELOPMENT INTERVENTION ON THE TEACHER'S WORK GROUP BEHAVIOR TOWARDS EFFECTIVE TEAMWORK IN BANPAKPAD SCHOOL, UTTARADIT PROVINCE , THAILAND <i>Samer Nason, DODT</i>	46
ORGANIZATIONAL DEVELOPMENT INTERVENTION ON THE CLINICAL PERFORMANCE OF PHYSICAL THERAPY INTERNS OF LICEO DE CAGAYAN UNIVERSITY <i>Denise O. Orong, DODSA</i>	47
ACADEMIC MANAGEMENT INTERVENTION ON THE EDUCATIONAL DELIVERY STRATEGY FOR DISTANCE LEARNING PROGRAM (DLP) IN SUKSAKULABUD SCHOOL IN PHITSANULOK PROVINCE, THAILAND <i>Sorasak Chimsri, DODT</i>	48
ORGANIZATION DEVELOPMENT INTERVENTION FOR TEAMWORK IMPROVEMENT OF CHOOMCHONBANLUANG SCHOOL NAN PROVINCE, THAILAND <i>Gamon Suttarvas, DODT</i>	49
PROFILES AND WORK VALUES OF THE EMPLOYEES OF THE DIVINE WORD HOSPITAL IN TACLOBAN CITY: PROPOSED EMPLOYEES DEVELOPMENT PROGRAM TOWARDS QUALITY HEALTH CARE SERVICES <i>Lucio Pedro T. Dayag, MAHAD</i>	50

**PERFORMANCE MANAGEMENT INTERVENTION OF THE HOSPITAL  
MANAGEMENT TEAM (HMT) OF IRINGA REGIONAL REFERRAL  
HOSPITAL IN TANZANIA, EAST AFRICA**

*Edward Johnson Mwaikali, DODT, Cebu Doctors' University*

**ABSTRACT**

The purpose of the study was to assess the performance management of the Hospital Management Team in improving the performance of Iringa Regional Referral Hospital in Tanzania (East Africa). The study was descriptive and comparative in nature done in three phases. Phase one was the assessment to confirm the perceived problems. It involved carrying out in- depth analysis to establish organizational problems where it revealed that there was shortage of medical staff in the hospital, poor allocation of medical staff, non-functionality of the hospital board, poor motivation of medical staff, and poor team work among members of the hospital. The results were used as basis for design and implementation of the planned OD interventions. Phase two was about OD interventions where the researcher conducted the intervention activities in the hospital in the areas of the study which involved post evaluations on the interventions areas. Data from the pre- and post-evaluations were computed and subjected to statistical test for mean difference to interpret the ratings of the study. The mean scores were used to obtain the profile of the pre-and post-assessment ratings. The paired t-test was used to determine significant mean scores/ratings differences between the pre and post assessments. The results of the study revealed that there was improvement in the mean scores in all the five identified areas: availability of medical staff, allocation of medical staff, functionality of the hospital board, motivation of medical staff, and team work. For example, the mean scores of the pre and post test showed that availability of medical staff improved from very poor (4.5) to good (2.5). Allocation of medical staff improved from very poor (4.9) to good (2.2). Functionality of the hospital board improved from poor (3.3) to very good (1.8). Motivation of medical staff improved from very poor (4.2) to good (2.6). Also, team work improved from poor (3.5) to very good (1.2). Thus, there was an improvement in all the five identified problems from very poor and poor to good and very good. The data rejected the hypothesis of no significant differences between pre and post intervention evaluations and accepted the hypothesis of significant differences between the pre and post evaluations because there were significant improvements brought about by the OD interventions. In this regard, the analysis revealed that the organization development interventions which were carried out in the five areas of study improved the performance of the hospital and improved customer care with the patients thus improving the quality of life of the people in Tanzania. Thus, the analysis of the pre and the post data assessments were significant therefore the organization development interventions offered to the hospital management team were effective and successful.

**ORGANIZATION DEVELOPMENT INTERVENTION ON THE  
INSTRUCTIONAL PROCESS TOWARDS QUALITY EDUCATION OF THE  
KIGALI INDEPENDENT UNIVERSITY (ULK)  
KIGALI CAMPUS RWANDA, EAST AFRICA**

*Eugene Rutungwa, DODT, Cebu Doctors' University*

**ABSTRACT**

The study was conducted at Kigali Independent University ULK main campus, located at Gisozi in Gasabo district of Kigali City. The study was conducted to assess and address the instructional process towards quality education of the Kigali Independent University ULK Kigali campus.

The study is anchored on the theory of Merrill, et al, (1996) who mentioned that instruction process involves directing students to appropriate learning activities; guiding students to appropriate knowledge; helping students rehearse, encode, and process information; monitoring student performance; and providing feedback as to the appropriateness of the student's learning activities and practice performance

A pre- ODI assessment instrument used to collect data was a modified questionnaire based on "Student Satisfaction Survey" questionnaire prepared by the Office of Institutional Research and Planning in Miramar College in May, 2009 .The questionnaire was divided into four (4) areas; admission, teaching learning process, school facilities and communication. It has been distributed to one hundred twenty one (121) students of the school of economics and business studies, department of finance. Intervention activities were carried out June 2014. The post assessment was conducted six (6) months after the conduct of the intervention.

Based on the statistical analysis of pre and post data, the researcher realized that there has been a great change of instructional process of the university in all response areas. The instructional process in the area of admission, teaching learning process, school facilities, and communication has improved considerably from poor to very good except school facilities which has improved from fair to very good.

The successful implementation of the activities, have significantly changed the behavior of the University academic and non-academic staff and they have applied interventions in their daily activities. The study concluded that the interventions designed were able to transform the instructional process which leads to the service quality of high learning institutions.



**ORGANIZATION DEVELOPMENT INTERVENTIONS ON WORK  
PRACTICES OF INSTITUT SUPERIEUR PEDAGOGIQUE DE GITWE (ISPG)  
IN RWANDA, EAST AFRICA**

*Philippe Hakizimana, DODT, Cebu Doctors' University*

**ABSTRACT**

This study was done to assess the effects of interventions on work practices of ISPG as a Higher Learning Institute of Education.

The theoretical framework used is based on the Five Phase Action Research Cyclical Process of Susman and Evered 1978 for diagnosing, taking, planning and evaluating activities for the organization.

The research instrument used was prepared and inspired by Denison Organizational Culture. Twelve (12) categories and seven (7) relevant items were taken by the researcher according to the problems related to the given organization. The instrument was administered to the participants who are all full time employees of ISPG. The data analysis was done using descriptive statistics in the pre-intervention phase. A comparative method was done using t-test to determine significant change between the pre and post intervention results.

The results of the pre intervention assessment formed the basis for the interventions conducted from June 20, 2013 to December 20, 2013 which included customer satisfaction, staff motivation, communication within ISPG, teamwork and quality service, commitment of all employees, interpersonal relationship and mutual respect, and conflict management.

The overall t-value (5.710) with a corresponding p-value of (0.016) showed the rejection of the null hypothesis. There is significant difference between the pre and post evaluations and therefore indicates that there were significant improvements carried out by the interventions considering the duration of this study. The organization development interventions on improvement of the data on work practices improved but slightly. The analysis of the pre intervention assessment and the t-test comparison intervention evaluation data were statistically significant therefore the organization interventions used were successful.

**ORGANIZATION DEVELOPMENT INTERVENTION ON OPEN  
PERFORMANCE REVIEW AND APPRAISAL SYSTEM OF IRINGA URBAN  
(IRUWASA) IN TANZANIA, EAST AFRICA**

*Esther Joseph Ikasu , DODT, Cebu Doctors' University*

**ABSTRACT**

The purpose of the study was to assess the implementation of Open Performance Review and Appraisal System (OPRAS) at IRUWASA in Tanzania (East Africa) through establishment of organization development interventions that would help to address the identified problems of the study.

This study was descriptive comparative survey undergone in four phases. Phase one was the assessment to confirm the perceived problems. Phase two was intervention whereby planned intervention was conducted in the organization. Phase three involved monitoring the implementation of OD intervention activities and phase four was post intervention. The t-test and mean scores were used to obtain the profile of the pre-and post-assessment ratings. The results of the study revealed that there was improvement in scores in all the seven identified areas based Justice theory

Based on the findings of the study, there are positive changes that were brought about by the interventions learned by the researcher using the Justice theory. The study comments that all organization development intervention activities done in seven (7) areas should institutionalized in the organization practices for continuity and sustainability of the organization performance. This is due to the fact that although there has been some improvement noted on the areas assessed, still there is a room for further improvement in those areas. It was suggested that performance appraisal should not be conducted annually but rather in daily basis, to keep employees focus on their goals.

Furthermore, another action research study should be conducted at IRUWASA on the aspect of implementation of OPRAS as to make follow up on the performance of the OPRAS system to see changes which was not possible to notice within a period of six months.

**CHANGE MANAGEMENT INTERVENTION ON TOSAMAGANGA  
DESIGNATED HOSPITAL OF IRINGA DISTRICT COUNCIL, IRINGA  
REGION, TANZANIA, EAST AFRICA**

*Walter Makunguru Mbunda, DODT, Cebu Doctors' University*

**ABSTRACT**

A descriptive comparative study using an action research ODI was conducted on Tosamaganga Designated Council Hospital to determine the effect of change management on four elements that were affected by the public-private-partnership which the hospital had entered into with the government. The elements were the vision and mission, organization structure, process, and people.

A modified questionnaire on Managing Cultural Change was adapted, translated into Kiswahili, and pretested before being used in data collection for the pre-OD assessment and, later on, for post-ODI evaluation on 26 indicators that covered the four elements. A sample of one hundred and fifteen (115) out of one hundred and forty (140) staff from all levels of the hospital participated in both the pre-assessment and post-ODI evaluation.

The assessment and evaluation were separated by a six-month interval within which a number of interventions were taken to address weaknesses that had been confirmed during the pre-OD assessment. A continuous monitoring was done to ensure activities that were undertaken as planned.

The post-ODI evaluation found that all the four elements of the study had improved by a mean difference of between 0.39 and 0.57 points and all were rated 'very good'. In the Vision and Mission, the overall mean improved from 3.70 to 4.18 while employees with knowledge and understanding of the Vision and Mission, Strategic Plan, and where the hospital would be in five years increased from about sixty-one (61) percent to eighty-six (86) percent.

For the Organizational Structure, the overall mean increase was 0.39 points and improved from 3.72 to 4.11. All indicators together improved to 'very good' rating at the post-ODI evaluation despite a decrease in the rating of an indicator on the availability of capable leaders by 0.13 points. The interventions improved employees' knowledge and understanding of organizational structure, their roles as employees, and harmony from about 54 percent to 84 percent.

In Process, the overall mean gain was 0.57. The interventions improved the proportion of employees' participation in teamwork, trust, communication, and levels of responsibility from sixty-one (61) percent to about eighty-three (83) percent.

People indicators recorded an overall mean gain of 0.53. The interventions improved employees' teamwork and the appreciation of staff development programmes from an employee mean percentage of about sixty-two (62) to an employee mean percentage of about eighty-five (85).

A comparative analysis on the means of pre-OD assessment and post-OD intervention evaluation on the four elements using t-test at  $\alpha = 0.05$  level of significance found that all four elements of the Hospital had been significant at the predetermined

level as the interventions had made significant impact on them. The null hypothesis was thus rejected.

The change management intervention brought positive changes on the vision, mission, organizational structure, process and people of Tosamaganga Designated Hospital of Iringa District Council. As evident on the increases based on the comparison between the assessments before and after the interventions, the activities implemented were feasible and effective. The intervention was considered successful due to the significant changes.

**ORGANIZATION DEVELOPMENT INTERVENTION TOWARDS EFFECTIVE AND EFFICIENT PERFORMANCE OF THE PRESBYTERIAN UNIVERSITY OF EAST AFRICA (PUEA) KIKUYU CAMPUS, KENYA. EAST AFRICA**

*Miriam Wanjiku Gichung'wa, DODT, Cebu Doctors' University*

**ABSTRACT**

This study was on organization development interventions (ODI) on the effectiveness and efficiency as a means of increased performance of an organization the case of Presbyterian University of East Africa (PUEA). OD interventions were focused on vision, mission, goals and strategies (VMGS), Structure, Process, People and Technology as designed to address the problem of having unclear Vision, Mission, Goals and Strategies, lack effective structure and efficient processes and people problems.

Both the pre and post intervention data were collected from 25 staff who were involved in the study through administering a questionnaire, observation and interviews on specific people. Data analysis showed a positive change in all the five elements. The t-test and p-value analysis showed significance in the change observed on the knowledge, involvement and attitudes of the University fraternity leading to the rejection of the null hypothesis. There is no significant difference between the pre and post intervention data on the five elements of PUEA. As a result, a new Vision, Mission, Strategies and new Goals and a new Organizational Structure were developed. A proposed Communication flow was also developed and the strategic plan was revised especially on the area of facility utilization, Community involvement and financial mobilization.

The research revealed that with ODI, the VMGS, Structure, Process, People and Technology changed significantly leading to effective and efficient performance of the organization. Further, it is an indicator that with the full implementation of the strategic plan, PUEA would achieve optimum performance.

**ORGANIZATION DEVELOPMENT INTERVENTION ON THE  
RESEARCH CAPABILITY OF THE LECTURERS OF RUAHA UNIVERSITY  
COLLEGE (RUCO) IN IRINGA, TANZANIA, EAST AFRICA**

*David Mosoma Peter , DODT, Cebu Doctors' University*

**ABSTRACT**

The purpose of the study was to assess the organization development intervention on the research capability of the lecturers of Ruaha University College (RUCO) in Iringa, Tanzania in East Africa. The study conducted assessments on both pre and post on the identified organizational problems, planned and implemented interventions. This study used both descriptive and comparative survey done in four phases. Phase one was the assessment to confirm the perceived problems. It involved conducting in- depth analysis to establish organizational problems through SWOT analysis, fish bone model and questionnaire assessment. The results of the pre- assessment were used as baseline for designing and implementing the planned interventions. Phase two was the researcher's conduct of the planned intervention activities at RUCO on research capability in the areas of knowledge on scientific research competencies building and managing research teams and attitude towards doing research. Phase three was on monitoring the implemented OD intervention activities on the improvement of research capability. Phase four was on evaluation of the effects of organizational development interventions in the university. It involved post evaluations on the OD interventions areas and testing of hypotheses so as to observe the effects of OD interventions which were carried out in the university on research capability. The data from the pre- and post-evaluations were statistically treated and interpreted to see the mean scores of the study. The t-test values were used to obtain the significant improvement of the pre-and post-assessments ratings. The results of the study revealed that there were improvements in the all the three areas of research capability as follows: Knowledge on scientific competence needed for research changed from 2.4 to 3.4, with a mean difference of 1. Building and managing research teams changed from 2.5 to 3.5 where it is interpreted as moderate. With regard to attitude towards doing research improved from negative attitude to neutral. Thus, the study rejected the hypothesis of no significant differences of mean scores between pre and post evaluations. The Organization development intervention which was based on the fishbone model and the APEC-Deloitte Framework improved the research capability of the lecturers in Ruaha University College. The knowledge on research competencies, building and managing research teams are moderate. There is a positive change in the attitude towards doing research. The intervention activities designed by the researcher were considered successful evidenced by the research outputs produced by the participants after the intervention.

**ORGANIZATION DEVELOPMENT INTERVENTION TOWARDS  
EFFECTIVE CORPORATE STRATEGIES OF THE ADVENTIST UNIVERSITY  
OF CENTRAL AFRICA IN KIGALI, RWANDA, EAST AFRICA**

*Ngabo Abel Sebahashi , DODT, Cebu Doctors' University*

**ABSTRACT**

This study was conducted to determine the effects of organization development intervention (ODI) towards the effective corporate strategies of the Adventist University of Central Africa (AUCA). The study aimed to determine improvements made by the interventions on five (5) areas namely – marketing and innovation, development and strategic management, public relation and community liaison, monitoring and evaluation, and recruitment and alumni. The model used is based on the theory of Corporate Strategy Triangle of Collis and Montgomery according to which an effective corporate strategy is a consistent set of five elements, namely vision, goals and objectives, resources, business and governance that together as a system lead to a corporate advantage that creates economic value.

The tool utilized is a researcher- made questionnaire which underwent pilot testing. Then it went through a panel of experts to test its validity and reliability. The questionnaire has 48 items covering five (5) areas that are indicators for effectiveness of the corporate strategies. The same instrument was administered to the employees of AUCA before and after ODI.

The results of the pre intervention assessment formed the basis of the intervention conducted from April 2014 to March 2015. The progress made due to the interventions was monitored for six months, and post intervention was conducted. The data from both pre and post ODI were tabulated, analyzed, and tested for significance and null hypothesis were done using t-test and p-value technique analysis. The pre and post test data comparison results showed that marketing and innovation improved from 3.0 to 3.3 with t value of 6.332 and p-value of 0.00, development and strategic management improved from 2.4 to 2.8 with t value of 3.674 and p-value of 0.01, public relations and community liaison improved from 2.8 to 2.9 with t value of 2.393 and p-value of 0.04, monitoring and evaluation improved from 2.7 to 3.0 with t value of 6.709 and p-value of 0.00 and recruitment and alumni without improvement from 2.2 to 2.2 with t value of 0.00 and p-value of 1.00.

The analysis showed that the intervention based on the development of 5 areas can be used to improve effectiveness of the corporate strategies and create competitiveness advantage of AUCA. Therefore, the hypothesis of no significant difference in the pre and post intervention data as to the five (5) areas was rejected.

**KNOWLEDGE MANAGEMENT INTERVENTION ON THE  
COMPETENCY ENHANCEMENT OF THE ACADEMIC LEADERS OF  
TAKUAPA SENANUKUL SCHOOL IN PHANG-NGA  
PROVINCE, THAILAND**

*Pahon Ruamjai, DODT, Cebu Doctors' University*

**ABSTRACT**

This study ought to answer the inquiries conducted for the purpose of determining the effects of Organizational Development Intervention ( ODI ) to benefit the teachers of Takuapa Senanukul School. The comparative method of research was utilized and the normative survey technique as used for gathering data. The questionnaire served as the instrument for collecting data. The 35 academic leaders of Takuapa Senanukul School were the respondents. The inquiry was conducted last February 2014 to July 2014. The pre-intervention assessment was analyzed on knowledge management involving the process, leadership, culture, technology and measurement. The interventions were scheduled from February 2014 to July 2014. The post intervention evaluation was conducted after six months of implementation using the same tool with the same respondents who answered the pre-intervention evaluation. The data from pre intervention assessment and the post evaluation were statistically treated using means and t-test.

The pre and post intervention in knowledge management in all the five areas indicates a positive effect from fair to good. The p-value is less than the 0.05 level of significance, which means that it is significant improvement in knowledge management based on the results of the intervention. It was found that the 5 areas on knowledge management were improved. All areas on process, management, culture, technology and measurement showed a significant change. This means that the intervention helped solve the organization in knowledge management.

The study indicated that the intervention done caused a positive perception by the academic leaders of Takuapa Senanukul School regarding the knowledge management. In addition, knowledge management implementation processes should be developed around strategic organizational issues and involve key knowledge activities in the organizations.



**QUALITY STANDARD OF CARE IN THE INTENSIVE CARE UNIT (ICU) OF  
NORTHERN MINDANAO MEDICAL CENTER, CAGAYAN DE ORO  
CITY: PROPOSED QUALITY IMPROVEMENT OF SERVICE**

*Stella Cortes Fabia, MAHAD, Cebu Doctors' University*

**ABSTRACT**

The study aimed to look into the quality standard of care in the Intensive Care Unit of Northern Mindanao Medical Center, Cagayan de Oro City in terms of incidence of mortality, incidence of infection, length of stay and the family satisfaction for the months of October to December 2014. The findings were compared to the target objectives in the Institution's ISO Quality Manual.

This is a descriptive study reviewing the census logbooks of the ICU and the summary of the monthly Family Satisfaction survey for the months of October to December 2014. Incidence rate for the mortality and infection was used while the mean was used to describe the length of stay and the items rated in the patient satisfaction survey.

In these four parameters, targets were met as for the months of October to December 2014, the first three months of implementation of the ISO Quality Manual, there was an acceptable percentage of Mortality Rate ( Actual of 20.32% versus target of 5-29%); for Incidence of Infection it was within the target of less than 5%, with an actual of 1.74%. Although there was a wide range of in-patient days at the ICU, range of 5-36 days, the weighted mean was the acceptable of 7 days at the ICU. General Satisfaction rate was good which is acceptable.

The Northern Mindanao Medical Center in Cagayan de Oro City adheres to the Quality Standard of Care. It was found out that the parameters of quality standard of care of the intensive care units such as low mortality, low incidence of infection, short length of stay and patient satisfaction were met as to committed target. Although, this review is the initial phase of the implementation, the author would like to recommend a longer period of assessment of the Quality Targets and its adherence. The Family Satisfaction survey for critically ill patients is a different dynamics from the general Patient Care Survey. Because the critically ill patients lack the decisional capacity, family members are frequently involved in the daily decision making processes and compound it with meeting their own emotional needs, it would be best to validate locally the Standard Family Satisfaction- ICU 24 survey. For the Institution perhaps, it is urgent to consider a STEP DOWN CARE UNIT for those who might not need the close monitoring and care of patients seem improving or patients who need only hospice care.

**CONTINUOUS QUALITY IMPROVEMENT ON THE HEALTH CARE  
SERVICES OF THE SEVENTH-DAY ADVENTIST COOPER HOSPITAL ,  
MONROVIA, LIBERIA, WEST AFRICA**

*Diosdado G. Largosa, DODT, Cebu Doctors' University*

**ABSTRACT**

This study aimed to determine the effect of continuous quality improvement on the health care services of the Seventh – day Adventist Cooper Hospital. The researcher used the Quality Improvement Implementation Survey developed by Dr. Stephen M. Shortell (1995). Twenty seven (27) respondents participated in the study.

The seven areas revealed the following: Leadership: the mean rating before ODI was 3.4; after the ODI the mean rating was 3.52. Information and Analysis: the mean rating before ODI was 3.48; after the ODI the mean rating was 3.64. Strategic Quality Planning: the mean rating before ODI was 3.13; after the ODI the mean rating was 3.4. Human Resource Utilization: the mean rating before ODI was 3.04; after the ODI the mean rating was 3.42. Quality Management: the mean rating before ODI was 3.48; after the ODI the mean rating was 3.66. Quality Results: the mean rating before ODI was 3.38; after the ODI the mean rating was 3.56. Customer Satisfaction: the mean rating before ODI was 3.7; after the ODI the mean rating was 3.78. The over-all mean scores of the CQI before intervention was 3.37; after the intervention, the over-all mean score was 3.57.

Further, for the comparison of the differences between pre and post intervention data of CQI. The p value is less than .05 or 5%, it means that the hypothesis is rejected. The t value with their corresponding p value in Leadership, Information and Analysis, Strategic Quality Planning, Human Resource Utilization, Quality Management, Quality Result and Customer Satisfaction are significant. The data rejected the hypothesis of no significant differences in the changes before and after the intervention. The comparison of the pre and post intervention data was statistically significant. There is a significant improvement brought about by the introduction of the organization interventions. Therefore the organizational development intervention offered was successful. The organization development intervention has a positive effect among the employees of the Seventh-Day Adventist Cooper Hospital. The continuous quality management changed significantly the perception of the employees toward a better health care service of the hospital to the people of Monrovia in Liberia, West Africa.

## **PATIENTS' SATISFACTION ON PHYSICIANS' CARE IN TAGBILARAN CITY, BOHOL: A PROPOSED DOCTORS' GUIDELINES**

*Ma. Cecilia Angela Espeleta- Lopez, MAHAD, Cebu Doctors' University*

### **ABSTRACT**

The study employed the descriptive method of research. This was to ascertain the significant relationship between patients' satisfaction and their doctors' profile. The research respondents were 207 patients, who sought consultation from their doctor of preference in private medical facilities in various field of medical specialization. The venue of the research was done at the waiting area of the clinics of each doctor. The patients were courteously requested to answer the survey questionnaires while waiting for their actual consultation schedule.

The researcher utilized the standardized tool for patient satisfaction factor questionnaire from an article of Ludmila Marcinowicz , and Mikolaj Rybaczuk of Poland 2010 entitled "Quality of Visit to Family Physicians Questionnaires 2009." The findings of the study were as follows: First, there was a different level of satisfaction in the context of the patients' waiting time before they will be attended by their doctor compared to other factors under the accessibility to care dimension. Second, it has been found that majority of the patients who sought medical care with their current physicians were generally very satisfied in the areas of patient-doctor relationship, solving barriers and difficulties and accessibility to care. Third, there was a significant correlation between the age of the doctor and patients' satisfaction; the older the doctor is, the more satisfaction is perceived by the patients. Fourth, there was also a significant correlation between the length of years of the doctors' medical practice and patients' satisfaction; the longer the number of years the doctor is practicing his profession, the more satisfied the patients are. Fifth, doctors' gender and patients' satisfaction has no significant correlation, so, in this study, it did not matter whether the doctor is male or female. Sixth, a doctors' guidelines will definitely be of great help in order to improve the area where the level of patients' satisfaction is not high. According to the researcher's study, the waiting time of patients before they are being attended by their healthcare provider gave a significant impact, therefore, waiting time should not be taken for granted and should be given importance.

Based on the study conducted by the researcher the patients who were the respondents of the said study responded with a high level of satisfaction in the three dimensions that were given which include patient-doctor relationship, solving barriers and difficulties, and accessibility to care by answering the questionnaires which were distributed in the clinics of their current healthcare providers. However , it was found out that among the factors mentioned, under the accessibility to care, it was noted that in the context of patients' waiting time, the patients has different level of satisfaction compared to other factors. So, it will be sufficed to say that waiting time is an important issue that must be addressed and taken into consideration.

**QUALITY MANAGEMENT ATTITUDE OF THE EMPLOYEES OF ALLIED  
CARE EXPERTS MEDICAL CENTER – VALENZUELA: PROPOSED  
STRATEGIES FOR IMPLEMENTATION OF QUALITY  
MANAGEMENT SYSTEM**

*John Jerlyn G. Cruz, MAHAD, Cebu Doctors' University*

**ABSTRACT**

This study aimed to determine the quality management attitude of the employees of ACEMC Valenzuela. A descriptive survey method was used to assess the quality management attitude of employees using the modified QM+SA questionnaire by Kaufman. There were 117 respondents out of the 140 employees.

The following results showed the quality management attitudes of ACEMC Valenzuela employees, majority have positive attitude in terms of all in one team (67.2%), Passion for Data Based Decision Making (66.4%), Quality / Continuous Improvement (67.2%) and Societal and External Client Focus (69.0%). Only few have negative attitude towards the elements of quality management. However, there are employees who have neutral attitude towards passion for data based decision making (31.9%) as the highest, followed by all in one team (31%), quality and continuous improvement (30.2%) and societal and external client focus (27.6%). Likewise majority of the employees have positive attitude concerning structure/ policy (59.5%), communication (71.6%), leadership (65.5%), customer focus (69.0%), commitment (62.9%) and training (73.3%). Similarly, there are still some employees with negative attitude, the highest recorded was at 3.4% regarding leadership and there are a number of employees that have neutral attitude concerning structure/policy (37.9%), commitment (34.5%), leadership (31%), communication and customer focus (28.4%) and training (28%).

General improvement of attitude among employees of ACEMC-Valenzuela on quality management was proposed through the approval and implementation of the proposed strategies for quality management for ACEMC Valenzuela.

## **ASSESSMENT OF HOSPITAL STANDARDS IN BOHOL: PROPOSED PLAN OF ACTION FOR ACCREDITATION OF A NEW HOSPITAL**

*Ronald L. Ramiro, MAHAD, Cebu Doctors' University*

### **ABSTRACT**

A qualitative quantitative research was made to assess the hospital standards in Bohol. The survey questionnaire was formulated based on the fourteen parameters for accreditation by Joint Commission International (JCI).

Active physicians admitting patients in at least three (3) of the nine (9) hospitals of Tagbilaran City were interviewed. Their responses were graded and summarized.

The hospitals in Bohol do not qualify for international accreditation. Majority of the response of the physicians was fair and needs improvement. A large dose of capital expenditure and hospital staff training will have to be made to attain this elusive accreditation. Bohol must be self-sufficient in healthcare especially during inclement weather when nobody can travel in or out of the island. Even in fair weather, transport to Cebu via fast craft is two hours and to Manila by air ambulance is very expensive.

International healthcare accreditation by JCI is can be achieved physically and logistically thru financial and managerial commitment and support by the new hospital's governing board, medical and paramedical staff and the patients themselves, the beneficiary of this endeavor.

**LEADERSHIP STYLES AND EXPECTED PERFORMANCE OUTCOME OF  
THE FOUNDERS OF ALLIED CARE EXPERTS MEDICAL CENTER –  
BOHOL: PROPOSED LEADERSHIP DEVELOPMENT PROGRAM**

*Maita C. Cruz, MAHAD, Cebu Doctors' University*

**ABSTRACT**

The purpose of the study was to determine the leadership styles and expected performance outcome of the founders of ACEMC Bohol and describe their demographic profile in terms of age, gender, length of founders experience and leadership training and determine its correlations.

The study was a descriptive-survey using the structured MLQ Form 5X. All of the founders participated voluntarily. A multiple regression analysis was used to determine the relationship between leadership styles and demographic profile of the founders.

Results showed that leadership styles of ACEMC Bohol founders were transformational (60%) and transactional leadership styles (40%). Transformational leaders' behaviors were more of inspirational motivation and idealized behavior. The means of the three expected performance outcome of leadership style (effectiveness, extra effort and satisfaction) were the same with the validated benchmark of successful organizations. The set of demographic profiles can significantly affect the transformational score ( $p$ -value=0.054) and passive/avoidant leadership score ( $p$ =0.094). Among the profiles only gender with  $p$  value of 0.035 was found to be significantly affected by the transformational score, males were more transformational than female. Though, passive/avoidant leadership style was significantly related to the profiles, the resulting coefficient of each profile did not indicate what profile affects it because profiles were highly correlated with each other that when subjected to examination, none of the profile was identified to be significant.

The study concluded that the leadership styles of ACEMC Bohol founders were dominantly transformational which is an effective leadership, hence this organization will succeed.

**MANAGEMENT OF PROMISSORY NOTE ACCOUNTS OF MACTAN  
DOCTORS' HOSPITAL, LAPU-LAPU CITY: PROPOSED  
PROTOCOL IMPROVEMENT**

*Antonio Labador, MAHAD, Cebu Doctors' University*

**ABSTRACT**

The study was conducted to determine the general condition and, most importantly, the relevance of the presently adopted Credit and Collection practices, policies and procedures of the Trade Accounts Receivable of Mactan Doctors' Hospital and their ramification to the Health Maintenance Organization (HMO), Philippine Health Insurance Corporation, Corporate or Retainer Companies, Personal Promissory Note Accounts, and the Employees' and Doctors' Credit Availments.

The study noted that there is not much concern in the management of the Health Maintenance Organization (HMO), Philippine Health Insurance Corporation, Corporate or Retainer Companies, Employees' and Doctors' Credit Availments. What concerns most to management was the ever increasing amount of the Personal Promissory Note Accounts when compared to the figures in 2010 (as the Base Year) which had escalated and hit the 234.45 percent level in 2014. To validate the effectiveness of the new protocol various standard accounting measuring performance tools were used and these include: the Promissory Note Ratio, Collection Efficiency Rating, Accounts Receivable Turnaround Formula, and others. The findings of the study influence the formulation and introduction of the Manual for Effective Accounts Receivable Management through Promissory Note.

It was concluded that the adoption and implementation of the research study in improving the Collection Protocol for Accounts Receivable through Promissory Note in Mactan Doctors' Hospital leads to a much controlled and favorable results of Promissory Note Ration and Collection Efficacy Rates as reflected in the before and after intervention.

Based on the outcome of the research study, indeed, the application of the basic pre-emptive intervention, revision and improved collection protocol for accounts receivables through promissory note in Mactan Doctors' Hospital affirmed that the Promissory Note Account may be controlled and managed if systematically and routinely administered. However, the intervening collection protocol must still be looked at, reviewed and updated regularly to fit timely to the changing economy and business atmosphere for their continued relevance, efficacy, sufficiency and execution.

**SOCIO-DEMOGRAPHIC CHARACTERISTICS AND SPIRITUAL CARE  
COMPETENCE OF STAFF NURSES IN CEBU DOCTORS' UNIVERSITY  
HOSPITAL (CDUH): PROPOSED  
SPIRITUAL CARE GUIDE**

*Neilan John R. Acaso, MAN, Cebu Doctors' University*

**ABSTRACT**

The study presents the socio-demographic characteristics and spiritual care competence of staff nurses in Cebu Doctors' University Hospital.

The study is a Multivariate Correlation design to determine if there is a significant relationship between the socio-demographic characteristics and spiritual care competence among staff nurses in Cebu Doctors' University Hospital. The research instrument was a questionnaire adapted from R.R. Leeuwen van et al's "An Instrument to Measure Nursing Competencies in Spiritual Care" with the title "Spiritual Care Competence Scale." It has 27 items with 6 dimensions as: 1. Assessment towards patient spirituality; 2. Communication; 3. Assessment and implementation of spiritual care; 4. Referral; 5. Personal support and patient counseling; 6. Professionalization and improving the quality of spiritual care. The spiritual care competence scale can be used to assess the areas in which nurses need to receive training and whether they have developed competencies in providing such care. It will aid in developing the spiritual care competence of nurses for them to engage in thorough patient care.

Results showed that majority of the respondents are staff nurses within the age of 24-27 year of old, female, single, no children, between 1-2 years of working experience, Roman Catholics who attends mass 3-5 times per month and prays 1-3 times per day. Majority of the respondents claimed to be highly competent in the delivery of spiritual care. Among all variables involved, the religious practice of meditating in prayer has a correlation at 5%.

Based on the result of the research study, the researcher recommends that meditation in prayer be practiced before the start of each shift during endorsement. The head nurses as well as charge nurses initiate and consistently practice this activity. A spiritual care guide was designed to help the staff nurses in the delivery of competent spiritual care.



**THE PERCEPTION ON ORGANIZATIONAL SUPPORT AND WORK  
READINESS ON PERSONS WITH DISABILITY IN THE AREA VOCATIONAL  
REHABILITATION CENTER II IN CEBU CITY: PROPOSED  
OCCUPATIONAL THERAPY PROGRAM**

*Oliver Chad O. Cruz, MAOT, Cebu Doctors' University*

**ABSTRACT**

The study aims to determine the profile of persons with disability in terms of age, gender, civil status, educational attainment, and disability. The levels of perceived organizational support and work readiness of persons with disability are indicated. The significant relationship between perceived organizational support and work readiness of persons with disability are determined. Furthermore, the significant relationships between work readiness and the profiles of persons with disability are analyzed. Based on the results of the study, a proposed occupational therapy program is formulated.

The study was conducted to fifty (50) persons with disability (PWD) enrollees of the Area Vocational Rehabilitation Center II in Cebu City. To gather quantitative data, the personal data sheet, a research-made tool, was administered to indicate the profiles of the respondent. The modified version of Survey of Perceived Organizational Support by Dr. Robert Eisenberger was utilized to determine the level of perceived organizational support of the respondents. It was also used to analyze the relationship between perceived organizational support and work readiness of the respondents. The modified version of Lam Assessment of Stages of Employment Readiness by Dr. Chow Shing Lam was also utilized to determine the level of work readiness of the respondents. It was also used to analyze the relationship between work readiness and the profiles of the respondents. To gather qualitative data, focus group discussions were facilitated to selected respondents.

As regards age, majority of the respondents were between twenty-one (21) to forty (40) years old with a percentage of 72%, while minority of the respondents were between forty-one (41) to sixty-five (65) years old with a percentage of 2%. Regarding gender, majority of the respondents are females with a percentage of 56%, while minority of the respondents are males with a percentage of 44%. On civil status, majority of the respondents are singles with a percentage of 94%, while minority of the respondents was married with a percentage of 6%. Regarding educational attainment, majority of the respondents are high school graduates with a percentage of 28%, while minority of the respondents are unschooled prior to enrollment with a percentage of 4%. On disability, majority of the respondents have an auditory disability with a percentage of 48%, while minorities of the respondents have orthopedic disability with a percentage of 8%. The work readiness has no significant relationship between age ( $r = 0.200$ ;  $p\text{-value} = 0.163$ ), gender ( $r = 0.214$ ;  $p\text{-value} = 0.092$ ), civil status ( $\chi^2 = 0.991$ ;  $p\text{-value} = 0.320$ ), and educational attainment ( $p = -0.170$ ;  $p\text{-value} = 0.237$ ) of the respondents. A high level of perceived organizational support is most prevalent among the respondents. Meanwhile, a high level of work readiness is most prevalent among the respondents with a percentage of 74%. There is a significant relationship between perceived organizational support and work readiness ( $r = 0.819$ ;  $p\text{-value} = 0.000$ ) of the respondents. There is also a significant relationship between work readiness and disability ( $\chi^2 = 8.818$ ;  $p\text{-value} = 0.012$ ) of the

respondents was noted. Therefore, proposed Occupational Therapy program is recommended to improve the quality of life of persons with disability.

# **FEAR OF FALLING AND ACTIVITY RESTRICTION AMONG SELECTED STROKE PATIENTS OF BARANGAY CASUNTINGAN, MANDAUE CITY: PROPOSED OCCUPATIONAL THERAPY INTERVENTION PROGRAM**

*Henen Faith U. Liong, MAOT, Cebu Doctors' University*

## **ABSTRACT**

The study aimed to analyze the relationship of fear of falling and activity restriction among selected stroke patients of Barangay Casuntingan, Mandaue City. This was conducted in the residential area of Barangay Casuntingan. It utilized a complete enumeration or census where all respondents listed as stroke population given by the City Health department of Mandaue is used to obtain the respondents within Barangay Casuntingan. This study utilized (2) modified questionnaire based on the Survey of Activities and Fear in Falling of the Elderly and is developed by the same author, Margie Lachman and Jonathan Howland. The first tool is the fear of falling questionnaire and the second instrument is the activity restriction questionnaire.

The demographic and health characteristics showed that out of one hundred five (105) respondents, majority were older adults aged 60 years and above with (68) 64.76% respondents, Males predominantly empowered the population than females with a frequency of (59) 56.2% respondents. Majority of the respondents were married with a frequency of (76) 72.4%. Most of the respondents were not living alone with a frequency of (96) 91.40%. Majority of the respondents were admitted just once for major stroke with a frequency of (73) 69.52% of the population. Respondents with history of previous falls empowered the population with a frequency of (54) 51.4%. Lastly, (48) 45.71% of the population experienced stroke within 2-5 years' time span since the first incident dominated majority of the population.

Moreover, most of the respondents scored fear for fear of falling level with a frequency of (43) 41. %. On the other hand the results showed most of the respondents revealed more restriction of activities with a frequency of (93) 88.6% of the population. In addition, the study revealed a significant positive relationship between fear of falling and activity restriction ( $R^2 = 16.8\%$ ,  $R=41\%$ ,  $p<.05$ ). Moreover, when fear of falling and activity restriction was grouped according to age, gender, marital status, companion, number of times admitted for stroke, history falls and number of years after first major stroke, it revealed significant positive relationship in both age groups, genders, only those married, only those not living alone, those who were admitted once, twice and thrice or more for major stroke, both with history and without history of falls and those who lived below 2 years, 2-5 years and 5 years and above after first major stroke.

In conclusion, the stroke patients in Barangay Casuntingan, Mandaue City have moderated fear of falling causing more restriction of activities. Activity restriction is significantly related to fear of falling. Furthermore, the fear of falling and activity restriction is significantly related to all age groups, gender, number of times admitted for stroke, history of previous falls and the number of year after first major stroke. Moreover,

the fear of falling and activity restriction are significantly related only those who are married and with companion. An output program is recommended for this study to address concerns and give possible suggestions for the stroke patient, caregivers and the community.

**THE EFFECT OF SPOTLIGHT ON SUSTAINED ATTENTION SPAN  
AMONG CHILDREN WITH LOW FUNCTIONING AUTISM IN  
TAGBILARAN CITY, BOHOL: PROPOSED TEACHING PROGRAM**

*Muffy Del Socorro Lucas, MAOT, Cebu Doctors' University*

**ABSTRACT**

The study aimed to determine the effect of spotlight on sustained attention span among children with low functioning autism in Tagbilaran City, Bohol. The study was conducted in Tagbilaran City Central School, Braingate Developmental School and Building Bridges Therapy Center in Tagbilaran City, Bohol with five (5) subjects in different center or school aged between four (4) to eleven (11) years old with the same level of severity and have difficulty in attending to a task as identified by his or her teacher. The study utilized two sets of instruments. A checklist from American Psychiatric Association (APA) was used in obtaining the respondent's level of severity and the respondent's sustained attention span was measured in seconds using digital stopwatch while performing an attention span task. Record data sheets designed by the researcher was used to record the results and respondent's personal data.

The mean sustained attention span of the subjects exposed to natural light is 13.2 seconds with a standard deviation of 11.37 seconds. The mean sustained attention span of the subjects exposed to spotlight is 40.2 seconds with a standard deviation of 22.73 seconds. The data showed highly varied values of sustained attention span of natural light and spotlight. The mean difference of natural light and spotlight is 27 seconds with a t-value of 2.948 and a p-value of .042. There is significant difference in the sustained attention span between natural light and spotlight. The Teaching Program in Autism was designed by the researcher to guide the Occupational Therapists, Special Educators, Parents and Caregivers in teaching children with Autism.

The spotlight is considered an effective stimulus in directing and sustaining the attention span of children with low functioning autism confirming the Optimal Stimulation Theory. The study concluded that the spotlight causes a significant difference in the sustained attention span in doing their task. The spotlight prolongs their sustained attention span compared to that using the natural light.

**TRAIT EMOTIONAL INTELLIGENCE (EI) OF PHARMACY STUDENTS IN  
CEBU DOCTORS' UNIVERSITY AND THEIR PERCEIVED PARENTS'  
PARENTING STYLES ACADEMIC YEAR 2014-2015: PROPOSED  
PARENT – STUDENT – TEACHER RELATIONSHIP  
ENHANCEMENT PROGRAM**

*Honeylene B. Paloma, MATMRS, Cebu Doctors' University*

**ABSTRACT**

The influence of parents' on their children's behavior cannot be taken for granted. Parenting is indeed an immense asset in shaping one's children. According to Darling and Steinberg (1993, as cited by Spera, 2005), parenting style is generally the usual emotional climate at home. According to Diane Baumrind (1991, as cited in Woolfolk, 2008), there are four primary parenting styles, namely: authoritative, authoritarian, permissive, and neglectful. Trait EI, on the other hand, fundamentally pertains to self – perceived emotional abilities. How a person positively acts and reacts in a certain situational environment. This is a study to measure the parenting styles as perceived by the respondents retrospectively, meaning how they remember their parents treat them during their first 16 years of age, its relationship with their trait EI and if it is affected by the respondents' demographic profile. Further, the respondents of the study were the undergraduate students who are officially enrolled in the College of Pharmacy – Cebu Doctors' University. The study was conducted on the premises of the university and data was gathered on January of the second semester for Academic Year 2014-2015.

The age group of the respondents predominantly is between 19 to 20 years old. Out of 229 respondents, there are 54 students aged 19 (24%) and 51 students aged 20 (22%). Furthermore, a large majority of the respondents belong to the female population. There are 179 females (78%) and only 50 are males (22%). Results show that there are 84 respondents (37%) who are the first -born child of the family. For parents' marital status, there are 173 respondents (76%) who have married parents living together and only 56 respondents (24%) who have parents no longer living together as a couple. Moreover, the results showed that most of the respondents have both employed parents (72%) compared to the other categories. The respondents perceived that the majority their parents, both fathers (46%) and mothers (45.8%), exercised authoritative parenting style. No respondent had a below average score for the level of trait EI. Expectedly, majority of the respondents (65%) had an average trait EI level. The correlation  $r$  of the respondents' perceived mother parenting style and their level of trait EI is 0.132 ( $p$ -value = 0.047). Whereas, the correlation  $r$  of the respondents' perceived father parenting style and their level of trait EI is only 0.096 ( $p$ -value = 0.146). The relation between age and trait EI is explainable by 0.75 only ( $p$ -value = 0.226). Between gender and trait EI, the result showed a coefficient of -1.19 ( $p$ -value = 0.699). For birth order and trait EI, there is a correlation of 0.33 ( $p$ -value = 0.697). For parents' marital status and trait EI, the result showed a correlation of -3.36 ( $p$ -value = 0.252). Lastly, parents' employment status and trait EI showed a result of -1.5 correlation ( $p$ -value = 0.567).

Therefore, there is a significant relationship between parenting styles and trait EI. Also, there is no significant relationship of trait EI if the respondents are grouped according to their profile. The researcher would like to recommend the utilization of the output Parent – Student – Teacher Relationship Enhancement Program based on the result of the study.

**ORGANIZATIONAL DEVELOPMENT INTERVENTION  
ON THE PERFORMANCE MANAGEMENT OF CEBU GENERAL  
SERVICES, INC. (CGSI) MANDAUE CITY**

*Grecela S. Iligan, DODT, Cebu Doctors' University*

**ABSTRACT**

This study was undertaken to determine the effects of organization development intervention (ODI) on the performance management of Cebu General Services, Inc. (CGSI). The study aim to determine what is the performance of CGSI before and after intervention in the three focused areas: service quality, management of employee and client relation; and if there any significant differences between the pre & post intervention data; and what are the transformation indicators.

A researcher's enhanced survey material was used and administered to forty-five (45) respondents who were active clients of the company. Pre-intervention survey was cascaded June 2014, where interventions happened July 2014 and onwards. Post-intervention survey was conducted after six months of corrective monitoring.

The data both pre and post ODI were tabulated, analyzed and tested for significance. The tabulated data has showed that the service quality rating from 3.28 (Fair) rating now become 3.6 (Good) with mean difference of 0.32. The management of employee that has previous rating of 3.28 (Fair) turned to 3.82 (Good) with mean difference of 0.52 while client relation from 3.28 (Fair) to 3.80 (Good) rating with mean difference of 0.52. Service quality has t-value of 10.12 with p-value of 0.000 has significant interpretation that rejected the null hypotheses. The management of employee has t-value of 7.27 and p-value of 0.005 is another significant interpretation that also rejected the hypotheses while the client relation has 8.55 t-value and 0.013 p-value has also a significant finding that likewise resulted to a null hypotheses. The analysis of pre and post intervention data showed statistically significant results.

This study concluded that the ODI implemented in three areas: service quality, management of employee and client relation enabled to address the perceived organization problem that yielded a remarkable result to the company. The new increased ratings manifested in the post intervention survey marks improvement on overall performances on service quality, management of employee and client relation.

The openness of every employee is a collective effort to materialize most wanted change and improvement on company's performance through intervention was truly essential. The actions taken under the intervention has high impact on organization and to its' members. Therefore, the impact of ODI implementation in the performance management of CGSI was successful and the hypothesis that "There are no significant differences in the performance of CGSI before and after intervention" was rejected.



# **SOUTH GENERAL HOSPITAL EMPLOYEES' LEVEL OF SAFETY CULTURE AND WORK ATTITUDE: PROPOSED PROGRAM DESIGN FOR ORGANIZATIONAL SETTING ENHANCEMENT TOWARDS PATIENT SAFETY**

*Lani B. Arcenal, MAN, MAHAD, Cebu Doctors' University*

## **ABSTRACT**

The study assessed the perceived level of safety culture and work attitude of South General Hospital employees. The findings will serve as the basis of coming up with an organizational setting enhancement program towards patient safety. The research used descriptive-correlational design using a standardized tools to assess the perceived level of safety culture and to assess the work attitude. Simple percentage, simple mean and chi-square were used as statistical tools to treat the data gathered.

There were 131 employees from South General Hospital as respondents of the study. Majority of the respondents are from the Nursing Service Department, between 21-30 years of age, female, single, 1-3 years length of experience, Roman Catholic, first child by birth rank, has 1 child and spouse works as a private employee.

The perceived levels of safety culture were assessed in the following areas: workplace, supervisor/manager, and communication, frequency of events reported, patient safety grade and hospital. Findings showed that the perceived level of patient safety is high in terms of workplace, communication, frequency of events reported, patient safety grade and hospital. On the other hand, the perceived level of safety culture is low on supervisor/manager. There is a positive work attitude as perceived. There is no significant relationship between safety culture and work attitude though there is a significant relationship between work attitude and gender. There is significant relationship between department/position and frequency of events reported. There is significant relationship between safety culture on supervisor/manager and length of service. There is significant relationship between gender and patient safety culture on safety grade.

Based on the findings, the employees of South General Hospital have a high level of patient safety culture and positive work attitude. The patient safety culture does not significantly influence the work attitude. However, work attitude is affected by gender. Gender greatly influenced the patient safety grade. Moreover, the safety culture on supervisor/manager is significantly influenced by their length of service. The department/position affects the frequency of events reported. The utilization of the proposed design for organizational setting enhancement towards patient safety will strengthen South General Hospital employees to provide better, safe and quality care.

**THE RISK LEVEL ASSESSMENT OF TYPE 2 DIABETES MELLITUS AMONG  
CEBU DOCTORS' UNIVERSITY TEACHING AND NON-TEACHING STAFF:  
PROPOSED LIFESTYLE INTERVENTION PROGRAM**

*Jubeelyne Fuentes Gernale, MAOD, Cebu Doctors' University*

**ABSTRACT**

This study is anchored with the increasing prevalence of Diabetes Mellitus in the country and worldwide (International Diabetes Federation (n.d.)). The study aims to assess the risk level of Type 2 Diabetes Mellitus among Teaching and Non-Teaching staff of Cebu Doctors' University. A 12-item Canadian Diabetes Risk Questionnaire was personally administered to the 175 respondents. The level of risk (low to moderate, high, very high risk) was determined after computing the total risk scores based from the risk factors of the assessment questionnaire. Each risk level had analysis on chances to be diagnosed with Diabetes Mellitus over the next ten years (CTFPHC, 2013).

One hundred thirteen (113) respondents or 76.8% have low to moderate risk. Moreover, twenty-three (23) respondents or 13.1% are high risk to Diabetes. In addition, sixteen (16) respondents or 9.1% are very high risk which means they have 50% chances to be diagnosed over the next ten years.

Thus, the development and implementation of Lifestyle Intervention Program is necessary. Modifiable factors such as to increase physical activity and dietary habits changes are recommended. It is important to note that well managed health programs results in decreased employee overtime, reduction of insurance claims (Jackson & Mathis, 2000) and savings on health care expenses, and in turn boost company morale (Hamar et al., 2014)

# **STRATEGIC PLANNING ON CEBU DOCTORS' UNIVERSITY HOSPITAL'S INTERNAL ORGANIZATION TOWARDS ENHANCED COMPETITIVENESS: PROPOSED BUSINESS STRATEGIES**

*Oscar A. Tuason, MAHAD, Cebu Doctors' University*

## **ABSTRACT**

This study aimed to assess the internal organization situation of Cebu Doctors' University Hospital (CDUH) and measure the employees' perception of the organizational settings, which served as input to the strategic planning process that generated the proposed business strategies, so as to enable the organization to meet the emerging competitive situation in the healthcare industry in Cebu. The study utilized the descriptive method, and was participated by the top management members, the department heads and 120 employees chosen by stratified purposive sampling. The study was conducted at CDUH offices Osmeña Blvd., Cebu City.

The results revealed that the internal organization situation in CDUH is one that is characterized by average or satisfactory performance of all organizational settings, as perceived by the employees. Combined with the preliminary data gathered on the external environment situation, these measurements of internal situation served as the input to the ensuing collaborative strategic planning process that was participated in by the officers and ten (10) representatives of the employees who were involved in the data gathering processes.

The strategic planning process employed focus group discussions in two strategic planning workshops. These workshops produced the following output: the revisited organizational core values, the code of conduct that is based on the core values, and the proposed strategies that are intended to enable CDUH to effectively meet the emerging industry situation.

Based on the consensus of the strategic planning workshop participating, the one that stood out as the most urgent among the proposed strategies, is the development and implementation of a credible and verifiable merit-based Performance Evaluation and Appraisal system which shall be the main basis for the Rewards and Recognition process and the Career Development and Training programs. Since quality of service is the main continuing core strategy, the incorporation of compliance to the code of conduct into the performance evaluation process was also proposed. This is aligned with the engine for growth and excellence for Cebu Doctors' University Hospital (CDUH).

**ASSESSMENT OF THE FUNCTIONAL CAPACITY OF PRIVATE  
HOSPITALS IN TAGBILARAN CITY, BOHOL: BASIS FOR DEVELOPING  
BUSINESS STRATEGIES FOR A WORLD- CLASS HOSPITAL**

*Jane Regner Ramiro, MAHAD, Cebu Doctors' University*

**ABSTRACT**

The objective of this study was to propose operation strategies for a world-class hospital in Tagbilaran City, Bohol. To arrive at these strategies, an assessment survey was done to determine the existing healthcare services in the locality that will serve as basis for developing Business Strategies.

The questionnaires were patterned from the Department of Health guidelines on the functional capacities for hospitals in the country, namely: administrative, medical, nursing, physical plant ancillary and support services and amenities. A total of 107 physicians actively practicing in the city responded to the survey. The over-all assessment presented that the functional capacities of private hospitals in the city showed fair to satisfactory services that need improvement.

A focus group discussion, companion of the founders of the Allied Care Experts Medical Center – Bohol, met to discuss the findings and looked into the external environment and industry situation of the project. The organization's strength and opportunities were noted to be overwhelming than its threats and difficulties.

The output of the group was to produce business strategies that will serve as guidelines for management in all the functional units of the medical center, to have long term viability and sustainability of a world-class hospital in Bohol.

**CLASSROOM ENVIRONMENT AND THE ACADEMIC ACHIEVEMENT OF  
THIRD YEAR RADIOLOGIC TECHNOLOGY STUDENTS IN CEBU  
DOCTORS' UNIVERSITY: BASIS FOR RECOMMENDATIONS ON  
CLASSROOM ENVIRONMENT**

*Timothy John D. Matoy, MATMRS, Cebu Doctors' University*

**ABSTRACT**

The study aimed to determine the relationship between classroom environment and the academic achievement of the third year Radiologic Technology students in Cebu Doctors' University from the academic year 2014 to 2015. It also aimed to determine the quality of the classroom environment and the level of the academic achievement of the students.

The respondents were the 55 third year Radiologic Technology students enrolled in Cebu Doctors' University for the second semester of academic year 2014 to 2015. They were made to rate their classroom environment by answering the Classroom Environment Assessment Tool formulated by the researcher. The final grades of the students in each major course were used to determine the level of academic achievement.

It was found out that physical environment scores lower than the physical environment with a weighted mean difference of 0.86. It was also revealed that the intellectual climate scores were "very good". The overall quality of the classroom environment as perceived by the students was "good". The students of Magnetic Resonance Imaging had the highest student academic achievement which was "above average". The Computed Tomography Scan had the lowest academic achievement which was "average". The overall academic achievement of the students was "average". In addition, the findings suggest that the physical environment slightly influenced the academic achievement of the students in Nuclear Medicine, Computed Tomography Scan and Interventional Radiology. Furthermore, there was a significant correlation between some items under the nonphysical environment and the academic achievement in Radiologic Pathology, Nuclear Medicine and Computed Tomography Scan. There was also a significant relationship between the physical and nonphysical environment of the classroom and the academic achievement of the students in some major courses.

The study utilized the descriptive correlational design to determine the relationship between the classroom environment and the academic achievement. It was found out that there was a significant correlation between the physical environment and the Computed Tomography Scan students' academic achievement. The result showed that as the quality of the physical environment increased, the academic achievement of the student also increased. There was a significant correlation between the emotional climate and the Nuclear Medicine students' academic achievement. Thus, a climate that provides a feeling of acceptance and security tends to increase the students' academic achievement.

# **ENVIRONMENTAL BARRIERS AND LEVEL OF PARTICIPATION ON DAILY FUNCTIONAL ACTIVITIES AMONG VISUALLY IMPAIRED PERSONS IN CEBU CITY: PROPOSED OCCUPATIONAL THERAPY GUIDELINES**

*Cindy Dueñas Allego, MAOT, Cebu Doctors' University*

## **ABSTRACT**

The study aimed to determine the profile, impact of environmental barriers and the level of participation in daily functional activities among visually impaired individuals in Cebu City for Occupational Therapy Guidelines. The study used Stratified random sampling. The sample size is 124 respondents. The study utilized two (2) standardized questionnaires: Craig Hospital Inventory of Environmental Factors-Short Form (CHIEF-SF) and Craig Handicap Assessment and Reporting Technique-Long Form (CHART-LF) by the Craig Hospital Research Department.

The majority of the respondents were in the age group of 20-39 years old (69%), males (71%), single (40%), no formal education (39%), and employed (95%), the respondents' spouses are commonly employed in the same organization with them as massage therapist or PWD guides (23%). Majority has one or two children. The major causes are congenital blindness (26%), infection (35%) and inherited conditions (17%) and (42%) are totally blind. Most of the respondents had their disability for 21 to 30 years (31%). Majority had no work experience before disability. Environmental barriers (2.29) showed low scores below 4. In the level of participation, majority has low scores in cognitive independence (95%) and economic self-sufficiency (90%) and occupation (7%) only. High mean scores greater than 100 for mobility (103.18) and occupation (178.31) subscale. Low mean scores for physical independence (99.54), social integration (88), cognitive independence (74.87) and economic self-sufficiency (32.06). The overall mean of the level of participation (95.99) is low. Environmental barriers and the level of participation has no significant relationship ( $p$ -value 0.46). There is a significant relationship between attitude and support barriers against physical (0.05) and cognitive independence (0.00), physical and structural barriers against cognitive independence (0.006), and work and school barriers against cognitive independence (0.044) and economic self-sufficiency (.0009) while policy barriers, services and assistance barriers against the level of participation have no significant relationship. The respondents' personal profiles (age, gender, civil status, educational attainment, employment status), family background, and disability background have  $p$ -values greater than 0.05 and has no significant association with the level of participation. The Occupational Therapy Guidelines were created to improve the daily functional activities of visually impaired persons in Cebu City.

Therefore, the respondents experienced a low impact of the environmental barrier. They have a high level of participation on mobility and occupation. There is an influence between physical and cognitive independence by attitude and support barrier, cognitive independence by physical and structural barriers, and cognitive independence and economic self-sufficiency by work and school barriers. Meanwhile, personal profiles do not affect their level of participation.

# **THE RELATIONSHIP BETWEEN THE LOCUS OF CONTROL AND ACADEMIC ACHIEVEMENT OF THE THIRD YEAR RADIOLOGIC TECHNOLOGY STUDENTS IN CEBU DOCTORS' UNIVERSITY: PROPOSED TEACHING STRATEGIES**

*Jared B. Dela Cruz, MATMRS, Cebu Doctors' University*

## **ABSTRACT**

This study is based on the theory of Weiner (1986) who asserted that the success of the students might be attributed to their own efforts while others believed that external factors which are beyond their control play an important part in their success. The study was focused on the possible association between the level of locus of control and the academic achievement as well as of the demographic profile of the third year radiologic technology students during the second semester of academic year 2014-2015.

The study utilized the descriptive-correlational method and a researcher-made instruments was employed for the gathering of data which consisted of questions demarcating the demographic profile and the 6 constructs namely: initiative and autonomy in assessing the internal locus of control and the preference for structure, concern for direction, the need for the support of others and the belief in luck and fate in measuring the external locus of control. Each construct consists of five (5) items each in evaluating the level of locus of control of the students. There were fifty-five (55) students consisting of fifteen (15) males and forty (40) females who took part in this study.

For the level of locus of control and the academic achievement, the p-value is 0.4578 which implied that there is no significant relationship between the two variables. Likewise, the level of locus of control and the demographic profile showed that there is no significant relationship between the variables with the male having a p-value of 0.7320 and the female with the p-value of 0.5219. In addition, the p-value generated for the regular and the irregular student are 0.6733 and 0.7069 respectively. Birthrank1 got 0.2557 while Birthrank2 got 0.2707. Lastly, Family background 1 received a p-value of 0.2775 while Family background 2 received 0.5055.

There is no significant relationship between the level of locus control and the academic achievement of the third year radiologic technology students. Likewise, there is no significant relationship between the level of locus of control and their demographic profile.

# **ANALYSIS OF STUDENT ENGAGEMENT AND ITS IMPLICATION IN THE OCCUPATION OF PREGNANT COLLEGE STUDENTS IN TERTIARY EDUCATIONAL INSTITUTIONS OF METRO CEBU: PROPOSED INFORMATION DISSEMINATION**

*Anniline C. Yu , MAOT, Cebu Doctors' University*

The study aimed to analyze the student engagement and its implication on the occupation among pregnant college student in tertiary educational institutions of Metro Cebu for the academic year 2014-2015. The research study was conducted on tertiary educational institutions of Cebu City where 20 pregnant college students' ages 18 to 21 years old have participated. The study utilize a Qualitative Descriptive research method using a self-report tool entitles Student Engagement Instrument by Appleton et al (2006) and a personal interview to collate the narrative data.

The researcher found out that, the vast majority of the respondents belong to the late adolescent stage ages 18 and 20 years old with a frequency of 6 or 30% and 5 or 25%. Most were from the Roman Catholic religious group with 18 or 90% that highly comes from 1<sup>st</sup> to 3<sup>rd</sup> year college with 5 or 25%. Respondents belong to a complete family setting with a frequency of 17 or 85%. Furthermore, the data drawn showed that respondents tend to have high level of student engagement given 20 or 100% where psychological and cognitive engagement accounted frequency of 19 or 95% and 20 or 100% respectively.

However, respondents displayed low extrinsic motivation given 15 or 75%. Results on the comparison of the respondents' student engagement on their demographic characteristics showed no significant differences towards their age, religion and parent's marital arrangement but likely posed a significant difference on their educational attainment. During the face-to-face interview mixed feelings of fear, denial, guilt, stigma and unacceptance were one of the contributing factors of an added weight of the respondents' change in their student engagement. In addition, activities of daily living, social participation, rest and sleep, education and instrumental activities of daily living were identified as one of the most important occupations of their lives. With this at hand, an information dissemination program in a form of a symposium was created to particular inform the society on the staggering effect of adolescent pregnancy towards their student engagement and the implication in their occupation.

Through the sufficient data collected and statistical analysis, this study concluded that age, religion and parent's marital arrangement showed no significant difference on the level of student engagement. However, a significant difference on the educational attainment was posed. Fear, denial, guilt, stigmatization and unacceptance contributed changes to the respondents' student engagement. In addition, respondents valued their activities of daily living, social participation, rest and sleep, education and instrumental activities of daily living.



# **REHABILITATION PROGRESS OF PATIENTS WITH DYSPHAGIA IN SELECTED HOSPITAL IN CEBU CITY: PROPOSED SWALLOWING EXERCISES GUIDELINES**

*Athena Eli I. Tan, MAOT, Cebu Doctors' University*

## **ABSTRACT**

The study aimed to determine the demographic characteristics of the patients with dysphagia in terms of diagnosis, age, gender, civil status, number of children, and occupation, determine the patients' rehabilitation progress in terms of the number of days with OT treatment sessions and the number of days with NGT, determine the relationship between the demographic characteristics and the patients' rehabilitation progress, and to identify what output can be proposed based on the findings. The study utilized the descriptive case control method. It is retrospective in nature wherein the information gathered was taken from the rehabilitation notes and medical charts from 2009 to 2013 in Cebu doctors' University Hospital (CDUH), Cebu Velez General Hospital (CVGH), Perpetual Succour Hospital (PSH), and Vicente Sotto Memorial Medical Center (VSMMC). Statistical treatment was done using the mean, linear regression and coefficient of correlations.

From the years 2009 to 2013, overall results show that out six-hundred thirty-two (632) patients from all four hospitals, ninety-nine percent (99%) of the population acquired dysphagia from Cerebrovascular Disease (CVD) or Stroke, seventy-four percent (74%) belonged to the late adulthood (61 years old and above), eighty-three percent (83%) was male, sixty-six percent (66%) was married, thirty-one percent (31%) had two (2) children, and sixty-six percent (66%) was retired. Furthermore, the highest recorded number of treatment sessions attended by a patient was thirty-three (33) sessions, and the least number of sessions attended was (6) sessions. In addition, the highest recorded number of days the patient was BGT dependent was ninety-one (91) days, whereas the lowest recorded was eleven (11) days. Moreover, in a five-year period of the four selected hospitals, there is an average of nineteen (19) treatment sessions attended by patient, and an average of forty (40) days the patients were NGT dependent. The rehabilitation progress is significantly influenced by age, gender, civil status, and occupation.

Overall, the rehabilitation progress of patients indicated an average of nineteen (19) sessions attended and an average of forty (40) days using the nasogastric tube (NGT). Furthermore, the rehabilitation progress of patients in terms of the number of treatment sessions attended and the number of days with nasogastric tube (NGT) is significantly influenced by age, gender, civil status, and occupation. Therefore, the manual swallowing exercise guideline was formulated to encourage patients with dysphagia to be cooperative in their therapy to achieve better health condition.

# **LIFE SKILLS TRAINING AMONG RESIDENTS OF CEBU CITY OPERATION SECOND CHANCE CENTER: PROPOSED OCCUPATIONAL THERAPY TRANSITION PROGRAM**

*Mary Mylene V. Legaspina, MAOT, Cebu Doctors' University*

## **ABSTRACT**

This study aimed to assess the life skills of the residents of Cebu City "Operation Second Chance" Center in relation to the demographic characteristics. The researcher utilized a pretest-posttest quasi experimental research design to the 22 respondents ages 14 to 21 years old. A purposive sampling was done during the research which utilized a modified researcher made tool entitled Casey Life Skills Assessment to measure the pre and post life skills of the respondents.

The researchers found out that, majority of the respondents were 15 to 17 years old with 13 or 59%. They were mostly middle children given 11 to 50% of the population. Majority of the respondents were male accounting 20 or 91% and who have graduated elementary rendering 45%. They came from a household where both parents have their own occupation regardless of its type with 52% and 55%. Furthermore, the data drawn showed greatest difficulty on housing and money management skills of the respondents during the pre-assessment period. While a viable increase on looking forward was noted with a mean score of 4.23 during the post-assessment. Results on the pre and post assessment of the life skills have showed a significant change of at least five percent on all the domains. Moreover, there was no correlation found between the demographic characteristics profile of the respondents with the result of the post-assessment. Therefore, becoming delinquents of the society does not constitute to the different demographic characteristics of the respondents. With this at hand, creating a proposed Occupational Therapy Transition Program that will be conducted by an Occupational Therapist or a Social Worker will be beneficial.

Through the sufficient data and statistical analysis, the study concluded greatest discrepancy on looking forward, housing and money management, career and education planning, work and study life and relationship and communication domains. Furthermore, the Life Skills Training program has showed essential changes on the deficits of the respondents.

**DIFFERENCES OF PERCEIVED LEVEL OF STRESS AMONG  
OCCUPATIONAL THERAPIST IN METRO CEBU:  
PROPOSED STRESS MANAGEMENT PROGRAM**

*Sophia Doreen D. Martinez, MAOT, Cebu Doctors' University*

**ABSTRACT**

This study aimed to compare the level of stress among the Occupational Therapist of Metro Cebu as basis for the proposed Stress management program. The study utilized the Descriptive Comparative Survey Method. The respondents included in the study were sixty seven (67) Registered Occupational Therapist who are working in Metro Cebu. A Snowball sampling method was used in data gathering for the respondents who were working as Private practitioner and in Private Clinics. A complete enumeration of sixty seven (67) registered and practicing Occupational Therapist on Metro Cebu was done using the Perceived Stress Scale by Cohen et al., (1994) and a researcher-made profile sheet.

The researcher found out that majority of the respondents belongs to the age group twenty-one (21) to twenty-nine (29) years old with a frequency of forty-one (41) or 61%. They were mostly female with fifty (51) respondents or 76%. Most of them were single with fifty-one (51) or 76%. Majority of them came from a nuclear family type comprises fifty-five (55) or 88%. Lastly, most of the respondents have an experience of less than five (5) years with about fifty-one (51) respondents or 76%. Moreover, data showed that there was a significant difference on the perceived level of stress in four work setting. It showed that the Clinic setting has the most respondents that have a high level of perceived stress with nineteen (19) moderately stressed and six (6) highly stressed. Private setting has the least number of respondents with a high level of perceived stress with only one (1) or 1.5%. In terms of the perceived level of stress according to their demographic profile, only the length of practice showed a significant difference. Age, gender, civil status and type of family did not show a significant difference. Furthermore, the researcher made a Stress Management Program for the respondents since the results presented a range of moderate to high level of perceived stress.

After having the data collected and statistically analyzed, the researcher concluded that those who were working in the Clinic have the highest level of perceived stress.

# **THE LEVEL OF STRESS AND THE BODY COMPOSITION AMONG FOURTH YEAR OCCUPATIONAL THERAPY STUDENTS OF CEBU DOCTORS' UNIVERSITY: PROPOSED HEALTH AND WELLNESS PROGRAM**

*Kristine Jane Ceballos Lariosa, MAOT, Cebu Doctors' University*

## **ABSTRACT**

The study aimed to determine the nature of the perceived level of stress and the body composition in three (3) times period among fourth year Occupational Therapy students of Cebu Doctors' University for the academic year 2014-2015 for a Proposed Health and Wellness program. The study utilized the descriptive longitudinal and comparative in nature employing the quantitative approach in determining the relationship between the personal profiles and the perceived level of stress among the respondents. The study utilized all enrolled fourth year occupational therapy students with total a respondents of 21. The research instruments used were: Perceived Stress Scale (PSS) by Sheldon Cohen and the OMRON Body Composition Monitor HBF – 362 Model Unit, a product of a Japanese company.

The researcher found out, majority of the respondents were in their 20 years old with a frequency of 11 or 47.8%. The Occupational Therapy course is a female-dominated profession with a frequency of 17 or 82.6%. It also supports that most of the respondents are the eldest in their family with a frequency 10 or 47.8%. There are more regular students enrolled in the course with a frequency of 16 or 73.9%. Majority answered that they do not exercise with a noticeable increase in succeeding implementation with a frequency 12, 15 and 18 respectively. There is a moderate perceived level of stress experienced by the respondents in three (3) implementations. The body composition parameters are interpreted as a normal in three (3) time periods. There is no significant relationship between the perceived level of stress against the body composition parameters in the three (3) time periods. As well as, there is no significant relationship between the perceived level of stress between the personal profile in terms of age, gender, birth rank, student status, exercise and against the body composition parameters in three (3) time periods. There is no significant relationship between the body composition parameters between the personal profiles of the respondents in three (3) time periods. However, there is a significant relationship between gender and the body fat percentage in the first implementation, skeletal muscle percentage in the first and second implementation, visceral fat level in all implementation and to the body mass index in the third implementation. There is a significant relationship between birth rank against the skeletal muscle percentage in the first implementation. There is also a significant relationship between exercise and skeletal muscle percentage in the third implementation.

Through the adequate data and statistical analysis done, the study concluded that in the three (3) time periods, the respondents experienced moderate perceived level of stress and has a normal interpretation of their body composition parameters. Moreover, there is no significant relationship between the perceived level of stress and the body composition parameters in three (3) implementations counter acting the theories discussed which collectively state that stress had effects in the body system of an individual.

**ORGANIZATION DEVELOPMENT INTERVENTION ON THE TEACHERS  
WORK PERFORMANCE OF BANBANGPHLO – YANGLOUNG SCHOOL IN  
PHOTALE DISTRICT PHICHIT PROVINCE, THAILAND**

*Saman Khawnoo, DODT, Cebu Doctors' University*

**ABSTRACT**

The study was attempted to assess the effects of the organization development interventions by answering about the profiles of Pre-test and Post-evaluation data on the work performance of the teachers in terms of the following: commitment, confidence, competence, working conditions; communication and the transformation indicators.

The study used two research methods. The first is assessment and evaluation which involves analysis of the institutional problems and evaluations of the effects of the intervention. The second is descriptive comparative research. The questionnaire was used as an instrument of data gathering. The following are the findings of the study: the commitment showed significant finding as it improved from Good to Very Good. The confidence showed the improvement significantly and improved from Fair to Very Good. The competence improved from Fair to Good. The working condition improved from Good to Very Good. The Communication improved from Good to Very Good.

The five factors based on the 75 criteria have revealed that all of them showed the improvement to Very Good. Although there has been great improvement noted, but there is still room for more improvements in these areas that the researchers noted.

The organizations development interventions significantly improved the teachers work performance of the academic personnel at Banbangphloyangluang School in Phicit Province in Thailand. The analysis of the pre assessment and the post-test intervention evaluation data was statistically significant therefore the organization interventions offered were successful.

**ORGANIZATION DEVELOPMENT INTERVENTION ON THE TEACHER'S  
WORK GROUP BEHAVIOR TOWARDS EFFECTIVE TEAMWORK IN  
BANPAKPAD SCHOOL; UTTARADIT PROVINCE, THAILAND**

*Samer Nason, DODT, Cebu Doctors' University*

**ABSTRACT**

This study determined the effects of the OD interventions in improving the teachers' work group behavior as assessed by the teachers at Banpakpad School. The research study employed two methods: first, was the assessment and evaluation to determine the problems of the organization and how highly are the teams functioning. Second, was the comparative method to test the hypothesis and determine the significant change in the team.

The study included the 21 teachers from Banpakpad School, who completed the questionnaires by answering all the twelve (12) criteria before and after ODI. The same teachers participated in the OD intervention activities which were scheduled from October, 2013 to November, 2014.

The findings all showed marked improvement, in almost all areas under study and the results rejected the null hypothesis as it revealed significant difference.

Based on these results, the researchers concluded that the teachers' work group behavior has significantly improved after the OD interventions, the team became highly functional, thus the OD intervention offered were successful.

**ORGANIZATIONAL DEVELOPMENT INTERVENTION ON THE  
CLINICAL PERFORMANCE OF PHYSICAL THERAPY INTERNS OF LICEO  
DE CAGAYAN UNIVERSITY**

*Denise O. Orong, DODSA, Cebu Doctors' University*

**ABSTRACT**

This dissertation was primarily intended to determine the effects of organizational development interventions on the clinical performance for professional practice and patient management among physical therapy interns of Liceo de Cagayan University.

The theoretical framework of this study was anchored on the Comprehensive Outcomes-Oriented Model of Patient Management developed by the American Physical Therapy Association (APTA). The pre and post intervention instrument was adopted from the Physical Therapist Clinical Performance Instrument of the American Physical Therapy Association, Department of Physical Therapy Education, 2006. The schema was based on the five components of action research cycle: diagnosing, action planning, implementation, evaluation, and specifying learning.

Intervention activities included appreciative inquiry, lecture-workshop on professional practice and patient management. Five (5) months of strict monitoring with corrective adjustments and imposing some extrinsic motivators were done after the intervention. A post-assessment was conducted to the same participants using the same set of assessment tool.

The obtained t-value from pre and post assessment revealed that organizational development interventions significantly improved the clinical performance on professional practice and patient management among physical therapy interns of Liceo de Cagayan University.

The organization development intervention has positive effect on the clinical performance on the professional practice and patient management among physical interns, academic year 2014 to 2015 of Liceo de Cagayan University.

# **ACADEMIC MANAGEMENT INTERVENTION ON THE EDUCATIONAL DELIVERY STRATEGY FOR DISTANCE LEARNING PROGRAM (DLP) IN SUKSAKULABUD SCHOOL IN PHITSANULOK PROVINCE, THAILAND**

*Sorasak Chimsri, DODT, Cebu Doctors' University*

## **ABSTRACT**

This study was to evaluate the intervention conducted on the educational delivery strategy of Suksakulabud School in Phom Phiram District, Phitsanulok Province, Thailand. The research instrument used to assess the organizational problems was the Strategic Audit for Distance Education by Watkins and Kaufman (2000). The pre ODI assessment was conducted and each of the eighteen (18) teacher-respondents was requested to completely answer the questionnaire. The organization development interventions were scheduled from the third week of July 2014 up to second week of August 2014. The post ODI evaluation was done by requiring the same respondents to answer the same research tool. The pre ODI assessment and post ODI evaluation data were then described using the mean. The paired t-test was used to compare the two sets of data and to determine the significance of the results.

After the intervention, the planning improved from fair to good, design and development changed from fair to good, delivery and interactivity improved fair to good, and evaluation and continuous improvement were assessed from fair to good. The resulting data rejected the hypothesis of no significant differences between the pre and post OD interventions and therefore signifies that marked improvements were achieved. The four major areas of assessment namely; planning, design and development, delivery and interactivity, as well as, evaluation and continuous improvement showed an increase in the over-all means as evident on the positive change in the schools educational delivery system. The study presented the outputs showing evidence that the four areas identified as the transformation indicators due to the intervention done. Though progress is clearly observed, the researcher must continue to motivate all stakeholders to continuously work together in order to sustain the very good effects of the interventions.

The academic management intervention designed by the researcher caused a positive change on the educational delivery strategy for distance learning program in Suksakulabud School in Phitsanulok Province in Thailand. The analysis of all data presented reveals significant results, therefore, the organization development interventions implemented were totally fit and effective in improving the delivery strategy of Suksakulabud School's educational system.



**ORGANIZATION DEVELOPMENT INTERVENTION FOR  
TEAMWORK IMPROVEMENT OF CHOOMCHONBANLUANG  
SCHOOL NAN PROVINCE, THAILAND**

*Gamon Suttarvas, DODT, Cebu Doctors' University*

**ABSTRACT**

The study determined the effect of performance management interventions to improve teamwork of the 15 teachers of Choomchonbanluang School.

This research study utilizes two methods: first, was the assessment and evaluation which involved the analysis of the institutional problems and evaluation of the effects of the OD interventions. Second, was the descriptive method, which analyzed the results and establishes the significant difference of the level of teamwork before and after the OD interventions in terms of the five performance management areas.

The findings of the study showed marked improvement in all of the five management areas with an overall mean rating of very good (VG) and a difference of 1.56. The analysis of the comparison of the pre and post ODI data reveals a significant change.

With these results, it was concluded that improvement in teamwork in Choomchonbanluang School has been attained and the OD interventions were proven to be successful.

**PROFILES AND WORK VALUES OF THE EMPLOYEES OF THE  
DIVINE WORD HOSPITAL IN TACLOBAN CITY: PROPOSED EMPLOYEES  
DEVELOPMENT PROGRAM TOWARDS QUALITY HEALTH CARE  
SERVICES**

*Lucio Pedro T. Dayag, MAHAD, Cebu Doctors' University*

**ABSTRACT**

The study analyzed the relationship between the personal profiles and work values of the employees of Divine Word Hospital in Tacloban City. The design of the research used was descriptive and correlation approach. The study involved 167 of the 274 regular or permanent employees of the Divine Word Hospital (DWH) in Tacloban City. Stratified purposive sampling was employed in choosing the respondents. Work Values Assessment, authored by Leigh Mundhenk, was the research instrument utilized.

On the personal profiles of the respondents, 167 (61%) of the 274 permanent employees of DWH participated in the study distributed as follows: medical/doctors, 14%; nursing services, 32%; ancillary services, 32%; business, human resources, and office staff, 14%; and general services, 8%. On the level of work values, all departments except the Business/Finance, Human Resource, and Office Staff Departments had high level of work values. On relationship between personal profiles and work value, all groups belonged to high level of work values. There is significant relationship between age and work values. There is no correlation between gender and work values. There is no correlation between work values and civil status. There is no significant relationship between work values and educational attainment. There is no correlation between position or rank and work values. There is no significant relationship between number of years of employment and work values. The monthly household gross income had no significant relationship with work values. There is no significant relationship between number of children and work values. There is no significant relationship between family background and work values.

The level of work values on achievement, advancement, adventure, autonomy, balance, challenge, creativity, detail work, efficiency, fast pace, helping others, influence, integrity, intellectual stimulation, knowledge, learning, moral fulfillment, personal growth, positive atmosphere, prestige, public affairs, responsibility, routine, security, service, social contacts, and working with others were high. However, their work values on authority, compensation, competition, flexibility, independence, leadership, leisure time, location, management, power, and recognition were considered low. The age of the respondents significantly influenced these values, while their gender, civil status, educational attainment, position or rank, years of employment, monthly household gross income, number of children, and family background did not influence these values.