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**DAVAO DEL SUR STATE COLLEGE**  
Research Publication Office

**Institute of Business  
Education and Governance**

# **BOOK OF ABSTRACT**

A.Y. 2020-2021



# **Institute of Business Education and Governance (IBEG) BOOK of ABSTRACTS SY 2020-2021**

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The IBEG Book of Abstracts is an annual publication of Davao del Sur State College that showcases a selection of research studies conducted by students. This publication offers valuable insights into the wealth of knowledge and innovative ideas emerging from the academic work of both students and their mentors.

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## MESSAGE FROM THE OFFICE OF THE PRESIDENT



The Davao del Sur State College (DSSC) is committed to delivering quality education and fostering impactful research that contributes to community development and improves quality of life. Our research initiatives create opportunities for growth, innovation, and progress.

I congratulate our students for their impactful research and our faculty members for their dedication to mentoring students to become future researchers of integrity and excellence. I also extend my gratitude to Dr. Cherry Ann P. Roxas, RDI Director, and Asst. Prof. Jayson R. Pucot, Head of the Research Publication Office, for their hard work in compiling and documenting our graduate students' thesis abstracts. May this Book of Abstracts inspire future researchers for years to come.

Congratulations to all involved in this achievement!

**AUGIE E. FUENTES, Ph.D.**

President

MESSAGE FROM THE OFFICE OF THE DIRECTOR  
FOR RESEARCH, DEVELOPMENT AND  
INNOVATION



Research is a cornerstone of academic excellence, driving students to engage with global challenges and contribute to the creation of new knowledge. It is with great pleasure that I present the Book of Abstracts, highlighting the outstanding theses of students from the Institute of Business Education and Governance.

I would like to express my sincere appreciation to our dedicated faculty and Dean Dr. Zandro P. Ibañez for his leadership and support in guiding our students. To the graduates, congratulations on your achievements! May this research experience inspire you to continue exploring, learning, and contributing to the world of knowledge.

**CHERRY ANN P. ROXAS, DBA**

RDI Director

## MESSAGE FROM THE DEAN



At the Institute of Business Education and Governance, we are committed to advancing knowledge and creating an environment where academic excellence and entrepreneurial innovation converge. This collection reflects the dynamic interplay between business education and governance, offering valuable insights that shape the future of these critical fields.

I would like to express my sincere gratitude to our dedicated faculty mentors and to Prof. Rhoda Hilis, the Institute's Research Coordinator, for their expertise and effort in successfully compiling these abstracts.

We invite you to explore this collection and join us in the ongoing pursuit of knowledge, innovation, and societal impact. Together, we continue to push boundaries and contribute to positive change

**ZANDRO P. IBAÑEZ, Ed.D.**

Dean, IBEG

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# **Bachelor's in Public Administration**

# **ACCESS TO SAFE WATER OF SELECTED BARANGAYS IN PADADA,**

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## **DAVAO DEL SUR**

Author: Erpie O. Precillas

Year:2021

Adviser: Myrna S. Relativo, MPA

This study focused on the access of safe water supply at barangays Lower Limonzo and Punta Piape in the municipality of Padada, Davao del Sur supplied by Padada Water Systems Corporation (PAWASCO). The study determined the socio demographic profile of the 418 respondents using the Slovincs Formula. Analysis of data was done using descriptive statistical tools such as Frequency, Mean, Percentage, P-value and Pearson-r correlation coefficient to determine significant relationships of identified dependent and independent variables. Results showed that PAWASCO did not supplied enough potable water and most of the residents of both barangays heavily relied on the alternative sources of water for their drinking, cooking, laundry and bathing. This minimal supply of safe water by PAWASCO has brought negative effects most especially to health related issues and concerns of both Lower Limonzo and Punta Piape residents.

# **AWARENESS AND COMPLIANCE ON THE MINIMUM HEALTH PROTOCOLS FOR COVID-19 IN BARANGAY KIBLAGON,**

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## **SULO, DAVAO DEL SUR**

Author: Nicole Blair T. Dapitan

Year:2021

Adviser: Marissa M. Delota

In this study the researcher focused on the awareness and compliance of the residents in Barangay Kiblagon, Sulop Davao del Sur. The study aimed to determine the socio-demographic profile, the awareness on the implemented minimum health protocol, the compliance of the residents and their access of information towards the implemented minimum health protocol. Using the methods of statistical tools employed, it identified the significant relationship between the socio-demographic profile and the level of compliance of the residents.

Through the response of the participants, this study helped the Barangay Officials to create strategic plan on how to raise awareness campaign on the residents of the said barangay. Through the awareness campaign, it helped understand the residents comply the health protocols.

# **IMPACT ASSESSMENT OF MICRO-ENTERPRISE DEVELOPMENT TRACK OF THE SUSTAINABLE LIVELIHOOD**

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## **PROGRAM (SLP)**

Author: Chary Mae V. Adaptar

Year:2021

Adviser: James Louis A. Moreno, MPA, JD.

The Micro-enterprise development track of the Sustainable Livelihood Program (SLP) is one of the programs of the government to combat the poverty of our society through livelihood program. This Study assessed how Micro-enterprise development track of the Sustainable Livelihood Program (SLP) affected the lives of the one hundred twenty (120) respondents of Población, Sulop Davao del Sur. The research looked at the demographic profile of the respondents as well as their financial situation before and after the program was introduced. A quantitative research design was used to summarize the data that gathered to support the generalizations about the study wants to prove.

This study concluded that eventually the program helps the respondent but the study proves that the program is not sustainable to sustained the basic needs, economic sufficiency and livelihood assets of the respondents and verifying the demographic profile of the respondents are one of the qualifications to be qualified in the program. However, this study shows that it doesn't matter what gender, age, marital status, educational level, family size, or monthly income you have as long as you can start and expand a micro-enterprise business. Study suggest, further studies of the program so that it can be more effective and sustainable to the beneficiaries.

# **IMPACT ASSESSMENT MOBILE GOVERNMENT IN**

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## **MUNICIPALITY OF SULOP, DAVAO DEL SUR**

Author: Ana May B. Gealon

Year:2021

Adviser: James Louis A. Moreno, MPA, JD.

This study entitled "Impact Assessment of Mobile Government in Municipality of Sulop, Davao del Sur" assesses the impact of mobile government program in the municipality of Sulop , Davao del Sur. The objective of the Research study was to determine the impact of mobile government in terms of basic social services, capacity building and social delivery system. The study used descriptive research design which described the impact of mobile government using a survey questionnaire to achieve the objectives of the study. The result of the study shows the impact of mobile government in terms of basic social services, capacity building and social delivery system that the barangays are both agreed with this program delivered by the local government. Study suggest, further studies of the program so that it can be more effective and efficient to the barangays and to the community.

# **THE LEVEL OF COMMUNITY AWARENESS ON DISASTER RISK REDUCTION MECHANISM IN BARANGAY FISHING VILLAGE,**

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## **MALITA, DAVAO OCCIDENTAL**

Author: Benjie A. Emilio

Year:2021

Adviser: James Louis A. Moreno, MPA, JD.

This study focused on the community awareness on disaster risk reduction mechanisms in Barangay Fishing Village, Malita, Davao Occidental. The study determined the demographic profile of the 292 respondents using the Slovincs Formula. Analysis of data was done using descriptive research design and statistical tools such as Frequency, Mean, Percentage, and standard deviation to identify the respondents level of awareness.

Results of this study showed that respondents have community participation of disaster risk reduction mechanism in terms of response and warning systems and their level of participation was high. Respondents were motivated to participate in disaster education and trainings.

# **COVID-19 AND ITS IMPACT TO THE MICRO AND SMALL ENTERPRISES IN MALALAG PUBLIC MARKET, DAVAO DEL**

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## **SUR**

Author: Niezel G. Atay

Year:2021

Adviser: Ms. Marissa M. Delota, MPA

This study focused on the Covid-19 and its impact to the micro and small enterprises in public market, in the municipality of Malalag, Davao del Sur. The study determined the socio demographic profile of the 166 respondents using the Slovins Formula. Analysis of data was done using descriptive statistical tools such as Frequency, Mean, Percentage, chi-square and Pearson-r correlation coefficient to determine significant relationships of identified dependent and independent variables.

Results of this study showed that the COVID-19 protocols were strictly implemented and brought significant effects to the business establishments. Most of the micro and small enterprises in Malalag Public Market, Davao del Sur was forced to undergo 12-Hour and 8-Hour operations, and experience weaker revenue on their income.

# **COMMUNITY AWARENESS ON PROHIBITION OF SELLING CIGARRETE TO MINORS IN POBLACION UNO, BANSALAN,**

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## **DAVAO DEL SUR**

Author: Charlene Rose B. Remedio

Year:2021

Adviser: Nickle Maleficio, DPA, Ph.D.

This study was undertaken in order to determine the socio-demographic profile of the respondents, level of awareness on the prohibition of selling cigarette to minors, source of information, and if there are significant relationship between socio-demographic profile to level of awareness on prohibition of selling cigarette to minors and socio-demographic profile to source of information.

The accomplishment of the study was done in the whole month of June 2021. The study was carried out using prepared survey questionnaire to 98 sample respondents in Barangay Poblacion Uno, Bnsalan, Davao del Sur. Data gathered from the survey were subjected to statistical tools which are regression and analysis of variance (ANOVA). Results show that, age group 15-19 was on top of the list, majority of them are male and most of them are single and also most of them are high school, it can as well be noticed that all of the respondents were composed of Cebuano.

Finding of the study disclosed that majority of the respondents are fully aware, it indicates that the respondents are fairly aware on prohibition of selling cigarette to minors. And least are moderately aware, it indicates that the respondents are sensible or having enough about the prohibition of selling cigarette to minors.

Result found that there is no significant relationship between the demographic profile in terms of age, gender, civil status and educational attainment to level of awareness and source of information on prohibition of selling cigarette to minors.

# **THE BENEFITS OF 4P'S PROGRAM TO THE BENEFICIARIES OF**

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## **BARANGAY PALILI, SULOP, DAVAO DEL SUR**

Author: Xy-za D. Jesuro

Year:2021

Adviser: Enp. Myrna S. Relativo

The 4P's is one of the government programs to combat poverty in the Philippines. This study provides cash transfers to poor households, conditional upon investments in child education and health, as well as use of maternal health services. The study aimed to determine the socio-demographic profile of new and old beneficiaries, benefits availed, membership retention, and lastly to know the problem encountered by both old and new 4P's beneficiaries using a descriptive survey questionnaire with eighty-four (84) respondents from the different Puroks of Barangay Palili.

The Result of the study shows that in terms of demographic profile of the respondents most of them were female, and most were 56 years old and above, high school level and married. Most of the respondents housekeeper, with annual income most were ranging from Php50,000-60,000, with main source of the beneficiaries is business. Beneficiaries availed free school supplies, free tuition fees, free check-up, vitamins, and free medical supplies. Also other benefits such a food supply, rice subsidy and additional allowance were given. New 4P's beneficiaries must have low income, while old members must follow program policy, should attend meetings and should maintain their eligibility to stay in the program and must always comply whatever additional requirements needed. Problems encountered by both new and old 4P's members that included delayed schedule of pay out, abrupt delineation of names from the payroll and members and lack of technical knowledge in using auto teller machines. Study suggest further studies for the program so that it can be more effective to the beneficiaries.

# **EFFECT OF REGULATED INTERNET CAFÉ OPERATIONS IN**

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## **DIGOS CITY AMIDST PANDEMIC UNDERGRADUATE THESIS**

Author: Crestel Joy S. Montenegro

Year:2021

Adviser: Roel Jr. Apas, MPA

The study primarily determined the level of awareness of internet café operations during pandemic in Digos City. It also determined the Impact of regulated internet café operation in operating hours, number of customers and employees, as well as services and income. The descriptive correlational method was used with the questionnaire as the primary data gathering tool. Total enumeration was used in determining the respondents. Statistical tools such as, Percentage, Mean, and Analysis of Variance (ANOVA) were employed.

Results showed that majority of the respondents were 30-45 years old, female and married in nature and have been into business for 1-3 years. On customer's capacity of 10 persons, the regular number of hours before Covid-19 was 24 hours while the regular number of hours during Covid-19 was 12 hours. Findings revealed that internet operators should help for the purpose and to avoid being liable for any charges caused by the pandemic outbreak.

On impact of regulated internet cafe operations in terms of Age, Sex and Civil Status the majority of the respondents has a frequency of 28 or 100% on reduced operating hours, reduced number of customers, reduced number of employees, reduced services and reduced income. It indicates that in terms of age this study rejected the hypothesis, because f-critical is higher than the .05 alpha level. However, the gender and civil status accepted the hypothesis, because it is lower than the.05 alpha level. Thus, regardless of the respondents gender and civil status, relationship between business profile and effect of regulated internet café operations is not the basis on the level of awareness pertaining to the internet cafes regulations.

# **COMMUNITY AWARENESS ON BANTAY KALINAW IN**

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## **BARANGAY IGPIT, DIGOS CITY**

Author: Rachel B. Salvani

Year:2021

Adviser: Nickle Maleficio, DPA, Ph.D.

The study primarily determined the Community Awareness on Barangay Ordinance No.01 series of 2020 or otherwise known as "The Bantay Kalinaw sa Barangay Igpit, Digos City, Davao del Sur". It also determined the effectiveness of the said Barangay Ordinance on how the Barangay CORE Group follows the guidelines of the ordinance. The Descriptive researcher's made questionnaire was used as the primary data gathering tool. Random sampling was used in determining the respondents. Statistical tool such as percentage, mean and T-test were employed.

The result of the study disclosed that majority of the Barangay Residents were from ages 30-45 years old female and married, while Barangay Official respondents were Barangay Tanod and were males. Majority of all respondents are composed of Kalagan and lived in Barangay Igpit for 16-30 years.

It was found out that the Barangay Residents are moderately aware, while the Barangay Officials are Highly aware of the ordinance. It also found out that there is no significant difference on the level of responsiveness on ordinance in terms of age, gender, civil status, ethnicity and educational attainment. Therefore, the researcher rejected the hypothesis.

## **COMMUNITY PARTICIPATION ACTION SYSTEM (COMPAS):**

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### **EVALUATION ON SERVICES**

Author: Glydhel Ann Lagnason

Year:2021

Adviser: Nickle Maleficio, DPA, Ph.D.

The study primarily determined the delivery on services of Community Participation Action System (COMPAS) in upland and lowland barangays in terms of health, education, livelihood and burial assistance. The descriptive survey research was used because it uses questionnaires to collect data on a variety of topics. Slovin formula was used to determined and compute the sample size of the respondents. Statistical Tools such as frequency, relative frequency distribution, mean and t-test were employed.

According to the data, it revealed that the majority of the respondents were female high school graduates with an average salary. Findings revealed that Poblacion and Tacub often evaluate the delivery of goods and services of COMPAS organization, which means that this organization has equal access to the community through different assistance in terms of health, education, livelihood and burial. However, the Local Government Unit (LGU) of Kiblawan, Davao del Sur should develop and establish a COMPAS Association in all its barangays and ensure that every citizen could access the delivery of goods and services of COMPAS.

Based on the computations, in terms of educational attainment and socio-economic income the researcher rejected the hypothesis formulated, that there is a significant difference in the delivery on services of Community Participation Action System (COMPAS) in barangay Poblacion and Tacub. On the other hand, in terms of gender the researcher accepted the hypothesis formulated, that there is no significant difference in the delivery on services of COMPAS organization in barangay Poblacion and Tacub, Kiblawan Davao del Sur.

## **LEVEL OF AWARENESS ON ORDINANCE 20-38 IN BANSALAN**

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### **PUBLIC MARKET**

Author: Ivy Jane Almendras

Year:2021

Adviser: Nickle Maleficio, DPA, Ph.D.

This study was undertaken in order to assess the respondents' socio-demographic profile in terms of age, gender, and civil status, religion, ethnic origin, types and years in the business, the level of awareness in Provincial Ordinance 20-38 in Bansalan public market, the problems encountered by the registered public market vendors on the implementation of P.O no. 20- 38, and the link between a person's demographic profile and their level of awareness of the respondents. The accomplishment of the study was done in the whole month of June 2021. The study was carried out using an ordinance extracted questionnaire to the 85 sample respondents in Bansalan public market, Bansalan Davao Del Sur. The Data gathered from the survey were subjected to statistical tools which are mean, frequency distribution and analysis of variance (ANOVA). Results shows that, on the group of age the group 45- 55 has the highest frequency rate, majority of them are female, and mostly are married, it can also be noticed in the data that most of the respondents were Roman Catholic and Cebuano by nature, most of them were engaged in dry goods, kitchenware, rice, dried fish and agri vet business and mostly were in the business for over 5-15 years. Most of the respondents are highly aware on the ordinance, wherein data shows that the level of awareness of the respondents differ based on their socio demographic profile. Older individual tend be more unaware about the ordinance and Roman Catholic and Cebuano's tend to be highly aware of the ordinance. Most common problem regarding the implementation of the ordinance was the hassle of bringing and buying eco bags and the price of the eco bags which is 7-15 pesos is out of the budget for them. In general, the study reveal that there is no connection between socio demographic profile and awareness of Ordinance 20-38.

# **ACCESS OF PERSONS WITH DISABILITY TO PROJECTS, PROGRAMS AND ACTIVITIES IN SELECTED BARANGAY IN**

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## **DIGOS CITY, DAVAO DEL SUR**

Author: Lover Lae A. Arellano

Year:2021

Adviser: Nickle Maleficio, Ph.D., DPA,

This study was undertaken in order to determine the demographic profile of the respondents, their access to different projects, programs and activities and if there are significant relationships between demographic profile and access to projects, programs and activities. The accomplishment of the study was done in the whole month of June 2021. The study was carried out using a prepared survey questionnaire to 60 respondents in barangay San Jose, Digos City Davao del Sur. Data gathered from the survey were subjected to statistical tools which are percentage and frequency distribution and analysis of variance (ANOVA). Results show that the age group 37-47 was on the top list, majority of them are female and most of them are married and unemployed. Majority had access to projects, programs, and activities in terms of livelihood, education and health.

Results found out that there is no significant relationship between the demographic profile in terms of age, gender, civil status, educational attainment and occupation under access to projects, programs and activities.

# **IMPACT ASSESSMENT ON THE IMPLEMENTATION IMPOSING FINES FOR DAMAGE CAUSED BY DOMESTICATED ANIMALS**

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## **IN BARANGAY MATUTUNGAN, STA. CRUZ, DAVAO DE SUR**

Author: Twenie P. Neu

Year:2021

Adviser: Nickle Maleficio, Ph.D., DPA,

This study was conducted in order to determine the impact assessment on the implementation imposing fines for damage caused by domesticated animals or an Ordinance No. 007 series of 2013 in barangay Matutungan, Sta. Cruz, Davao del Sur. It was carried out through descriptive correctional design. Slovin was used in determining the sample size of the respondents. The analysis data gathered were done using Percentage, Mean and ANOVA.

Findings of the study disclosed that majority of the respondents are moderately aware on Barangay Ordinance No. 007 Series of 2013 in determining the level of awareness of the said ordinance. The study found that the demographic profile has no significant relation in terms of age, gender, civil status and educational attainment and level of aware on the said ordinance. Proven that the Barangay Ordinance No. 007 S. 2013 was properly implemented by the local government unit, authorize and designated person in Matutungan, Sta. Cruz, Davao del Sur.

# **ASSESSMENT OF HEALTH SERVICE DELIVERY TRAININGS OF BARANGAY HEALTH WORKERS IN SELECTED BARANGAYS**

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## **OF KIBLAWAN, DAVAO DEL SUR**

Author: Remie Rose A. Niñal

Year:2021

Adviser: Nickle Maleficio, Ph.D., DPA,

The study primarily assessed the health service delivery trainings that determined the competence of Barangay Health Workers (BHWs) in Kiblawan, Davao del Sur. It also determined the effect of trainings and the motivating factors and perceived benefits of attending such trainings. The descriptive-correlational technique was applied with a questionnaire representing as the primary method of data collection. Total Enumeration has been used to select participants in conducting the study. Statistical tools such as, Percentage, Mean, and Analysis of Variance (ANOVA) were employed.

Results showed that majority of the respondents were 45 years old and above, high school graduates, married, with 1-3 number of trainings attended, and capable of serving the community for over ten years. Findings revealed that BHWs were competent in dealing and handling the health concerns of the community and showed that the trainings they have attended were effective. However, Barangay officials' allotment of financial resources for BHW's trainings and seminars was recommended so that they could properly deliver the healthcare services to their constituents. The relationship between the demographic profile and the competence of barangay health workers, as well as the effect of trainings, was discovered to be significant. Therefore, the hypothesis formulated was rejected. On the other hand, for the second hypothesis, the findings revealed that the relationship between the Competence of Barangay Health Workers and the Effect of Trainings is significant and the hypothesis formulated is also rejected.

# **COMMUNITY AWARENESS ON ANIMAL WELFARE ACT**

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## **AMONG YOUTH IN MATTI, DIGOS CITY**

Author: Wendy G. Laoza

Year:2021

Adviser: Nickle Maleficio, Ph.D., DPA,

This study on community awareness of animal welfare act among youth in Matti, Digos City, Davao del Sur was conducted to determine the demographic profile of the respondents. The descriptive-correlational method was used with the questionnaire as the primary data gathering tool. Random Sampling was used in determining the respondents. Statistical tools such as, Percentage, Mean, and Analysis of Variance (ANOVA) were employed.

Result showed that majority of the respondents were female, 18-20 years old, at a high school level. The study is aimed to measure the level of awareness of the respondents, towards the adaptation of the animal welfare act on the community. Using Random Sampling, the researcher conducted a survey to the 100 youth in Barangay Matti. The result revealed that there is high level of awareness on Animal Welfare Act among the respondents.

However, when it comes to animal control practices, the problems encountered includes the irresponsible owners and the lack of animal mass vaccination.

# **BEST PRACTICES ON THE NO-NOON BREAK POLICY IN**

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## **DIGOS CITY, DAVAO DEL SUR**

Author: Mariel P. Gulpe

Year:2021

Adviser: Nickle Maleficio, Ph.D., DPA,

The study primarily determined the Best Practices of the barangay officials and appointed functionaries on the No-Noon Break Policy in Digos City, Davao del Sur. The descriptive-correlational approach was used with the questionnaire as the primary data gathering tool. Complete enumeration was used in determining the respondents. Statistical tools such as Percentage, Mean, and T-test were employed.

Results revealed that majority of the respondents were females and ages 30-39 years old have actively responded the survey, while majority of those respondents are high school graduates and most of them are barangay councilors and barangay health workers. Findings show that the best practices such as the officials and functionaries are working for continuous improvement to their service, applies the first come first serve basis, the officials and appointed functionaries applies the different steps in strategic planning, the barangay officials and functionaries improved their quality service from time to time, works the process for customer satisfaction, frontline service providers exercised skeletal working schedule during lunch time, stresses the importance of satisfaction of clients, the employees develop, standardizes, improves and innovates the best practices being exercised in the office, helps measure the difference between observed and what is desired, and lastly, employees are measuring, analyzing, evaluating the activities in the office of duty that were being applied by the employees in the office were always and sometimes practiced.

# **HOUSEHOLD SOLID WASTE MANAGEMENT IN BRANGAY**

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## **ZONE 1, DIGOS CITY, DAVAO DEL SUR**

Author: Merivelle C. Dacay

Year:2021

Adviser: Nickle Maleficio, Ph.D., DPA,

The study primarily the household solid waste management of the respondents in Barangay Zone 1, Digos City, Davao del Sur. The socio - demographic profile, level of awareness of solid waste management and if there is a significant relationship between the demographic profile and the level of awareness of solid waste management of the respondents, were determined as well.

The study was carried out using a prepared survey questionnaire to 98 respondents in Barangay Zone 1, Digos City, Davao del Sur last June 2021. Data gathered from the survey were subjected to statistical tools which were mean, percentage, frequency and analysis of variance (ANOVA). Results showed that, majority is in age group of 41-50 years old, majority were female and most of them were married. Most of the respondents have monthly income were Php15,000- 20,000. Majority of them were high school graduate and has a household size of 6-10, it can be noticed that majority of the respondents were Cebuano. Most of the respondents were not following the proper waste segregation. Thus, there is no significant relationship between the socio-demographic profile and their level of awareness of solid waste management.

**BACHELOR OF SCIENCE IN  
AGRI-BUSINESS  
(Major in Enterprise  
Management)**

# **JOB SATISFACTION AND BUSINESS COMPETENCE OF EMPLOYEES IN MICROFINANCE INSTITUTIONS IN PADADA**

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## **AND KIBLAWAN DAVAO DEL SUR**

Author: Alfredo B. Castillo, Jr.

Year:2021

Adviser: Cherry Ann P. Roxas, DBA

The study was conducted to determine the job satisfaction and business competence of employees in MFIs in Padada and Kiblawan, Davao del Sur, carried out last February to March 2021. A descriptive research design was adopted with 50 respondents from four (4) MFIs. Pearson r was used to evaluate the correlation between employee job satisfaction and business competence. Job satisfaction of employees obtained an overall result of high which means that employees are observed in most occasions with their job, in the same manner, that obtained also high which denotes business competence of employees. It means that the business competencies of employees were observed on most occasions. Moreover, the result shows that there is a significant relationship between job satisfaction and the business competence of employees.

## **PSYCHOLOGICAL EMPOWERMENT OF MICRO AND SMALL**

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### **ENTERPRISES EMPLOYEES IN BANSALAN, DAVAO DEL SUR**

Author: April Jean B. Lee

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

This study aimed to assess the psychological empowerment of micro and small enterprises towards employees in Bansalan, Davao del Sur, last April 2020. It also sought to identify the socio-demographic profile and the problems encountered. The study employed total enumeration in determining the respondents. Descriptive statistics such as frequency determination, arithmetic mean, and percentage were used to analyze the data.

The majority of the respondents are single and female, ranging in age from 21 to 30 years old. Moreover, most of the employees are high school graduates and belong to Cebuano's ethnic group. The level of psychological empowerment towards employees is evaluated as high. Finally, the main problem they encountered is the low salary.

# **COCONUT FARMER'S ADAPTATION PRACTICES TO CLIMATE**

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## **VARIABILITY AND CHANGE**

Author: Arnold B. Nuñez, Jr.

Year:2021

Adviser: Luciano D. Nasibog, Jr., DBA

This study was primarily conducted to analyse the coconut farmers adaptation practices to climate variability and change. To determine the demographic profile of coconut farmers in Digos City, Davao del Sur, examining how farmers perceived climate change and its effects on farmers adaptation practices towards environment. This study was conducted to the following barangays; Lungag, San jose, Colorado, Igpit and Goma in Digos City, Davao del Sur. The respondents are choose randomly within the vicinity to answer the survey questionnaire. The result of the study showed in May 18, 2021 based on the table 1-3 these are farmer adaptation options, support for farmers adaptation measures. We can conclude that majority of the respondents are adapt the climate change and most of them are adjust their farming ways to long term shifts in temperature like mixed cropping then other respondents are solid livestock.

# **WORKLIFE OF WORKING WOMEN OF COFFEE FARMS IN**

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## **BANSALAN DAVAO DEL SUR**

Author: Harbie V. Clemente

Year:2021

Adviser: Cecile C. Lofranco, MBA

The study was carried out in order to determine the significant difference in balance between job and personal life when classified by profile of working women in Bansalan, Davao del Sur. The data gathered for this study were: the demographic profile of the working women and the-factors-affecting-working-women's-work-life-balance.

There were 80 respondents of this study from the working women in Bansalan, Davao del Sur, the Balutakay Coffee Farmers Association (BACOFA) is a cooperative of coffee farmers. Majority of the respondents were 45-50 years old, married, and has one (1) child. Most of the respondents were high school level and regular employee<sup>5</sup>.

The study's findings reveal that spiritual intelligence moderately affects the work-life balance of working women of BACOFA Bansalan, Davao del Sur. Emotional intelligence, job engagement, organizational support, work-overload and technological advancement were moderately experienced by the working women. Further, results show that there isn't anything noteworthy difference between demographic profile and work-life balance of working women in Bansalan, Davao del Sur.

# **ASSESSMENT ON DISASTER PREPAREDNESS AND BUSINESS RESILIENCY OF ENTREPRENEURS IN PADADA, DAVAO DEL**

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## **SUR**

Author: Carmilyn Marie Catubig

Year:2021

Adviser: Nova Jellie A. Babaylo, LPT

The primary objective of this study was to determine the level of disaster preparedness and business resiliency of entrepreneur's in Padada, Davao del Sur. This was conducted among small and medium enterprises (SMEs) in the area last May 2021. Descriptive-correlational research design was used to determine the relationship between variables. The overall level of disaster preparedness among all the entrepreneurs, all indicators were rated high. Entrepreneurs are ready when disaster strike and when assessed according to awareness and action. Moreover, on the overall level of business resiliency among entrepreneurs, the three indicators were rated high, one is moderate and the other is very high. The result indicates that entrepreneurs are ready and can continue their business when disaster strikes and when assessed in terms to Organization communication, innovation capacity, organizational changes, organizational resources, and self-monitoring capacity. Moreover, this means that there is a significant relationship between disaster preparedness and business resiliency of entrepreneurs in Padada, Davao del Sur.

# **COCONUT FARMER'S ADAPTATION PRACTICES TO CLIMATE VARIABILITY AND CHANGE IN THE MUNICIPALITY OF**

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## **MATANAO, DAVAO DEL SUR**

Author: Charlie S. Curato

Year:2021

Adviser: Luciano D. Nasibog, Jr., DBA

The primary goal of this research was to examine the farmers situation in climate variability and change adaptation practices in Municipality of Matanao Davao del Sur, examining how farmers perceived climate change and its effects on farmers adaptation practices towards environment. This study was conducted to the following barangays; Camanchiles, Cabligan, Kiba o, Sinaragan and Sinawilan , Matanao Davao del Sur. The respondents are choose randomly within the vicinity to answer the survey questionnaire. The result of the study showed in May 16, 2021 based on the table 1-4 these are farmer adaptation options, support for farmers adaptation measures and barriers to adaptation. Most of this farmers cannot easily adapt the climate change. They based their yield improvement in the subsidy given by the government.

## **PSYCHOLOGICAL EMPOWERMENT OF MICRO AND SMALL**

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### **ENTERPRISE EMPLOYEES IN MAGSAYSAY, DAVAO DEL SUR**

Author: Darlene R. Cahansa

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

This study was conducted in April 2020 in Magsaysay, Davao del Sur, to analyse the psychological empowerment of micro and small businesses toward their employees. It also intended to identify the socio-demographic profile of the participants as well as the issues they faced. The respondents were determined using Spritzer's descriptive questionnaire and a total enumeration method. Descriptive statistics like relative frequency distribution and arithmetic means were used to analyse the data. The study's findings revealed that the majority of respondents are married women between the ages of 50 and 70. The majority of the employees, on the other hand, are high school graduates who belong to the Cebuano ethnic group. In terms of qualitative interpretation, the level of psychological empowerment towards employees was found to be high.

As a result, the Department of Labor and Employment recommends that employers obey and implement the current compensation standardization rule.

# **ACCEPTABILITY OF MALUNGAY ICE CREAM WITH**

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## **SEAWEEEDS POWER**

Author: Desiderio Lawi-an, Jr.

Year:2021

Adviser: Regie D. Patagoc, MABM

In the Philippines, ice cream is one of the most popular frozen ice creams. It may serve as a dessert after heavy meal or can be eaten before meal as an appetizer. This study was primarily conducted to determine the acceptability of malunggay ice cream with seaweeds powder. The sensory characteristics that have been use to determine the acceptability tests are palatability, color, texture and appearance. Descriptive mean was used to describe the level of sensory characteristics of malunggay ice cream with seaweeds powder in terms of palatability, color, texture and appearance. T-test 5% was employed to determine the significant difference on the level of acceptability of malunggay ice cream in terms of respondents' age and gender.

Result of the study showed that respondents rated the palatability, color, texture and appearance of the malunggay ice cream with seaweeds powder as most acceptable which means that respondents of this study were satisfied with the output of this study. The t-test result shows that there is a significance difference on the level of acceptability of malunggay ice cream in terms of respondents' age and gender.

## **MEASURING SATISFACTION AND SERVICE QUALITY OF**

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### **EMPLOYEES IN BANSALAN AND MATANAO, DAVAO DEL SUR**

Author: Ellen E. Alejandro

Year:2021

Adviser: Cherry Ann P. Roxas, DBA

This study sought to determine the relationship between job satisfaction and service quality of employees in food establishments in Bansalan and Matanao Davao del Sur, where 50 respondents from the employees and another 50 respondents from the customers were the respondents. Employees job satisfaction obtained an overall result of high descriptive level which means that employees are satisfied with their job meanwhile, service quality obtained a very high descriptive level based from customers response which means that customers are also satisfied with the service quality provided by the food establishments. Moreover, the result shows that there is a significant relationship between employees' level of satisfaction and the customers' service quality rating.

# **COCONUT FARMER'S ADAPTATION PRACTICES TO CLIMATE**

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## **VARIABILITY AND CHANGE**

Author: Excellor A. Cano-og

Year:2021

Adviser: Luciano D. Nasibog, Jr., DBA

This study was primarily conducted to analyse the farmers adaptation practices to climate variability and change. To determine the demographic profile of coconut farmers in Municipality of Magsaysay Davao del Sur, examining how coconut farmers adaptation practices to climate variability and climate change. This study was conducted to the following barangays; Kanapulo, Mabini, Barayong, Bacungan and Dalumay Magsaysay, Davao del Sur. The respondents are choose randomly within the vicinity to answer the survey questionnaire. The result of the study showed in May 13, 2021 based on the table 1-3 these are farmer adaptation options, support for farmers adaptation measures and barriers to adaptation.

# **MESURING JOB SATISFACTION AND SERVICE QUALITY OF EMPLOYEES IN FOOD PROCESSING ENTERPRISES IN**

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## **BANSALAN AND MATANAO, DAVAO DEL SUR**

Author: Gemar C. Sab

Year:2021

Adviser: Cherry Ann P. Roxas, DBA

The purpose of this study was to determine if there was a relationship between employee job satisfaction and service quality in food processing enterprises in Bansalan and Matanao, Davao del Sur, using a descriptive-correlated research design with 50 employees and another 50 customers. Employee's job satisfaction obtained an overall result of very high which means that employees were satisfied with the job, in the same manner that the service quality obtained also very high which denotes customer's satisfaction. It means that employees are satisfied so are their clients are very satisfied with the service given quality. Moreover, there is a significant relationship between employee job satisfaction and service quality.

# **PSYCHOLOGICAL EMPOWERMENT OF MICRO AND SMALL ENTERPRISE EMPLOYEES IN MALUNGON, SARANGANI**

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## **PROVINCE**

Author: Irish N. Villorente

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

This study was conducted in Malungon, Sarangani Province, in April 2020 to analyze the psychological empowerment of micro and small businesses toward their employees. It also conducted to identify the socio-demographic characteristics of the participants as well as the issues they faced. The respondents were determined using Sprietzer's descriptive questionnaire and a total enumeration method. Descriptive statistics like relative frequency distribution and arithmetic mean were used to analyze the data. The majority of the respondents are married women between the ages of 31 and 40, according to the findings of this study. The majority of the workforce, on the other hand, are high school graduates from the Ilonggo ethnic community. The level of psychological empowerment towards employees was significantly elevated, according to the findings. Finally, the primary issue they faced was an inadequate compensation.

# **JOB SATISFACTION AND BUSINESS COMPETENCE OF EMPLOYEES IN MICRO FINANCE INSTITUTIONS IN**

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## **MAGSAYSAY, DAVAO DEL SUR**

Author: Jay Mark L. Lapined

Year:2021

Adviser: Eric E. Rellon, MABM

A study on Job Satisfaction and Business Competence of Employees in Micro Finance Institutions in Magsaysay, Davao del Sur was conducted in the Municipality of Magsaysay, Davao del Sur. The area is suitable enough to know the efficiency of the said study among employees and to determine if their work makes them comfortable, satisfied and secured. The using convenience sampling to gather needed information and data from the Employees of MFI's in the Municipality of Magsaysay, Davao del Sur. The questionnaire is composed of four (4) parts. Part I involves calculating the total number of employees employed by each Micro-finance institution. Part

II was determined the Job Satisfaction of Employees in the MFIs. Part III was determined Business Competence of Employees in the MFIs and lastly, Part IV was determined the relationship between Job Satisfaction and Business Competence of Employees in MFIs.

The Job Satisfaction on MFIs firms in Magsaysay Davao del Sur in terms of Intrinsic and Extrinsic Approach has a computed grand mean of 4.0, indicating that it has a high descriptive equivalent for employee job satisfaction. In the other hand, the Business Competence of Employees in MFIs in Municipality of Magsaysay Davao del Sur in Terms of Advocating for others, Collaboration, Create Solving Issues and Making a Decision, Initiative, Others to Lead, and Organizing and Planning has a computed grand mean of the two measures was of 4.0, indicating that it has a high descriptive equivalent for employee's business competence. Moreover, the relationship between Job Satisfaction and Business Competence of Employees in MFIs in the Municipality of Magsaysay, Davao del Sur obtained an r-value of 0.707, which can be interpreted as a strong positive linear relationship. This means that as employee work satisfaction rises, MFI's company competence rises as well.

# **ORGANIZATIONAL COMMITMENT OF COOPERATIVE**

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## **EMPLOYEES IN MAGSAYSAY, DAVAO DEL SUR**

Author: Jessa Mae R. Bandala

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

The study was conducted to determine the level of organizational commitment of cooperative employees in Magsaysay, Davao del Sur, last April 2021. The study assessed the level of organizational commitment of the employees. The investigation was conducted using the descriptive research method. The study used descriptive statistics to analyze the data. Based on the information gathered, it can be stated that the majority of cooperative employees are between the ages of 31- 40. There is a highest percentage of male employees and most of them are married, they are dominated Cebuano and most of them had finished college. Cooperative employees have a high level of affective commitment, a high level of continuance commitment, and a high level of normative commitment. Finally, cooperative employees have a high level of organizational commitment.

# **COCONUT FARMER'S ADAPTATION PRACTICES TO CLIMATE**

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## **VARIABILITY AND CHANGE**

Author: Jimmy L. Montero, Jr.

Year:2021

Adviser: Luciano D. Nasibog, Jr., DBA

This study was primarily conducted to analyse the farmers adaptation practices to climate variability and change. To determine the demographic profile of coconut farmers in the Municipality of Bansalan, Davao del Sur, as well as their perceptions of climate change and their adaptation techniques in response to it. This study was conducted to the following barangays ; Alegre, Bitaug, Eman, Libertad and Linawan, in Bansalan, Davao del Sur. The respondents are choose randomly within the vicinity to answer the survey questionnaire. The result of the study showed in May 12, 2021 based on the table 1-3 these are farmer adaptation options, support for farmer's adaptation measures. I can say that most of the farmers are slowly adapting the impact of climate change to their farm.

# **ASSESSMENT ON DISASTER PREPAREDNESS AND BUSINESS RESILIENCE OF ENTREPRENEURS IN DIGOS CITY, DAVAO**

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## **DEL SUR**

Author: John Byron C. Rodriguez

Year:2021

Adviser: Nova Jellie A. Babaylo, LPT

The primary objective of this study was to determine the level of disaster preparedness and business resiliency of entrepreneur's in Digos City, Davao del Sur. This was conducted among small and medium enterprises(SMEs) in the area last May 2021. Descriptive-correlational research design was used to determine the relationship between variables. Results revealed that on the overall level of disaster preparedness among all the entrepreneurs, all indicators were rated high. Result indicates that entrepreneurs are ready when disaster strike and when assessed according to awareness and action.

Moreover, on the overall level of business resiliency among entrepreneurs, all indicators were rated high except for Self-Monitoring Capacity which is very high. The result indicates that entrepreneurs are ready and can continue their business when disaster strikes and when assessed in terms to Organization communication, innovation capacity, organizational changes, organizational resources, and self-monitoring capacity. Furthermore, this means that there is a significant relationship between disaster preparedness and business resiliency of entrepreneurs in Digos City, Davao del Sur.

# **MEASURING JOB SATISFACTION AND SERVICE QUALITY IN SMALL AND MEDIUM ENTERPRISES IN DIGOS CITY, DAVAO**

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## **DEL SUR**

Author: John Earth E. Guden

Year:2021

Adviser: Cherry Ann P. Roxas, DBA

This study was conducted to determine the employees Job Satisfaction and Service Quality of customers in Small and Medium Enterprises (SME'S) in Digos City, Davao del sur. It also sought to identify the socio-demographic profile and the problems encountered. The study used the descriptive methods of questionnaire with percentage, such as relative frequency distribution and arithmetic mean.

The result of this study showed that most of the respondents were female and they were married with age ranges from 31-40 years old. On the other hand, Most of the employees were high school graduates. Results further showed that employees of SME's were fulfilled with their employments thus, customers were also satisfied with their service quality.

# **ORGANIZATIONAL COMMITMENT OF COOPERATIVE**

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## **EMPLOYEES IN HAGONUY, DAVAO DEL SUR**

Author: Juninah Angeli J. Repules

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

The study was conducted to determine the level of organizational commitment of cooperative employees in Hagonoy, Davao del Sur last April 2021. The study assessed the level of organizational commitment with its three (3) elements the affective commitment, continuance commitment, and normative commitment. The study used the descriptive research method to analyze the data.

It has been concluded that most of the cooperative employees belongs to middle age. They are dominated with male and married employees, they are mostly dominated by Cebuano and most of them had finished college. The level of affective commitment of cooperative employees is very high. It can be concluded that most of employees are affectively committed as they engage a strong affection to their organization. The level of continuance commitment of cooperative employees is very high. It can be concluded that most of the employees has a fear of losing their job as they feel so attached to the organization. The level of normative commitment of cooperative employees is high. It can be concluded that cooperative employees has a high commitment as feel that they should stay at their organizations. Finally, the overall level of organizational commitment is Very High. It can be concluded that the overall level of organizational commitment of the cooperative employees has a very high level of commitment as they really want to achieve major goals

in their lives and as to their organizations.

# **WORK CLIMATE AND EMPLOYEE PERFORMANCE OF**

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## **COOPERATIVES IN BANSALAN, DAVAO DEL SUR**

Author: Juvel M. Macoy

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

The study was conducted to investigate the work climate and employee performance of cooperatives in Bansalan, Davao del Sur. This was limited to the employees of cooperatives and managers and/or in their absence, the human resource personnel. This study employed a descriptivecorrelational approach to determine the relationship between the two variables. This study was conducted on May 2021 in the School Year 2020- 2021.

Data revealed that most of the employees in cooperatives were permanent which accounted to 57.73% and others were contractual (43.27%). Summing all the numerical result of all indicators in work climate, 4.05 was obtained with a mean description of positively high. In employee performance, the overall mean is 4.15 with a descriptive mean of exemplary.

Lastly, the relationship between work climate and employee performance obtained a r-value of 0.115 which is interpreted as very weak linear relationship. It also obtained a p-value of 0.087 which is lower than 0.05 level of significance, thus, failed to reject the null hypothesis (Ho).

# **ASSESSMENT ON DISASTER PREPAREDNESS AND BUSINESS RESILIENCY OF ENTREPRENEURS IN BANSALAN, DAVAO**

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## **DEL SUR**

Author: Kris Benadette V. Tundag

Year:2021

Adviser: Nova Jellie A. Babaylo, LPT

The primary objective of this study was to determine the level of disaster preparedness and business resiliency of entrepreneurs in Bansalan, Davao del Sur. This was conducted among small and medium enterprises (SMEs) in the area last May, 2021. Descriptive- correlational research design was used to determine the relationship between variables. Results revealed that on the overall level of disaster preparedness among entrepreneurs, all indicators were rated moderate.

Result indicates that entrepreneurs are ready when disaster strikes and when assessed according to awareness and action. Moreover, on the overall level of business resiliency among entrepreneurs, all indicators were rated high except for one which rated to very high. Result indicates that entrepreneurs are ready and can continue their business when disaster strikes and when assessed in terms to organization communication, innovation capacity, organizational changes, organization resources, and self-monitoring capacity. Lastly, there is a significant relationship between the disaster preparedness and business resiliency of entrepreneurs in Bansalan, Davao del Sur.

The study suggests that Local Government shall provide seminars towards disaster preparedness and business resiliency to all entrepreneurs in the vicinity in order to educate them when disaster strikes and to make them fully aware towards the phenomenon.

# **PSYCHOLOGICAL EMPOWERMENT OF MICRO AND SMALL**

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## **ENTERPRISE EMPLOYEES IN DIGOS CITY.**

Author: Alfie Butch D. Labajo

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

This study aimed to determine the level of psychological empowerment among the employees of micro and small enterprise in Digos City, Davao del Sur. Along with its objectives, the demographic profile of the respondents would be identified as well as the underlying factors which influences the psychological empowerment of employees in terms of meaning, competence, self-determination, and impact. Additionally, the problems of the employees had encountered would be determined also.

The result of this study showed that the most number of respondents are female, married, and aged from 31-40 years old. On the other hand, majority of the employees of micro and small enterprise in Digos City are high school graduate and majority of them are Cebuano.

Based on the survey, the results showed a very high level on the qualitative interpretation on the psychological empowerment in terms of meaning, competence, and self-determination. A high level on qualitative interpretation was depicted on impact as a factor which influence the psychological empowerment of employees. The results presented indicates that the employees role is compatible on their values, belief and behavior; employees are confident that they can perform their work activities skilfully; employees has the sense of independence which they are self-directed in performing their activities; lastly, they believed that they have impacted to the output of the enterprise. The result also reveals that the most common problem that employees faced is the salary issue.

# **ORGANIZATIONAL COMMITMENT OF COOPERATIVE**

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## **EMPLOYEES IN DIGOS CITY, DAVAO DEL SUR**

Author: Lemuel B. Lanorias

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

The study was conducted to determine the level of organizational commitment of cooperative employees and was carried out through the descriptive research method. It also used purposive sampling technique wherein all cooperative employees were the respondents of this study, and a feature was analyze data using descriptive statistics.

The majority of Cooperative employees are females at the young adult ages in a range of 21-30 years old. Most of the employees are already married some are Cebuano's while others are B'laan. Most of the employees are college graduate. The result showed that of affective commitment is very high among employees while continuance commitment and normative commitment are both high.

It is recommended that all cooperatives should consider in maintaining employees loyalty, create and improve a cooperative culture that makes cooperatives a great place to work and all cooperative personnel should receive training and seminars from the cooperative development authority (CDA) to strengthen organizational commitment.

# **COMPETITIVE ADVANTAGE OF TOURISM BUSINESS DURING**

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## **COVID-19 IN STA. CRUZ DAVAO DEL SUR**

Author: Lhara Kim O. Golosino

Year:2021

Adviser: Regie D. Patagoc, MABM

The goal of this study was to determine the competitive advantage of tourism enterprises in Sta. Cruz, Davao del Sur, during COVID-19. The goal of the study is to see how COVID-19 affects the tourism business in terms of socio-demographic profile, an average number of tourist visits, and health and safety measures. It also considers the tourist industry's competitive edge in terms of visitor satisfaction, market diversification, and employment. Finally, it examines the substantial relationship between COVID-19's effects on the tourism industry and the tourism industry's competitive advantage in Sta. Cruz, Davao del Sur.

The majority of the owners are female, married, and aged 51 and up, according to the findings of this survey. On the other side, the majority of tourism business owners in Sta. Cruz, Davao del Sur, does not have a tertiary education. The majority of tourism enterprises are beach tourism, and they promote their businesses by uploading photographs and videos of their tourism spots on social media sites like Facebook. During Covid-19 in Sta. Cruz, the general mean of competitive advantage of tourism firms was rated as extremely high. Higher prices, a larger client base, and brand loyalty are just a few of the advantages. One of the most essential goals for any company is to achieve such an edge. In today's environment, it's crucial for business success. Finally, the findings revealed that there is a substantial link between the effect of Covid-19 in the tourism business and the tourism industry's competitiveness in Sta. Cruz, Davao del Sur.

# **JOB SATISFACTION AND BUSINESS COMPETENCE OF EMPLOYEES IN MICRO FINANCE INSTITUTIONS IN DIGOS**

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## **CITY, DAVAO DEL SUR**

Author: Lily Rose D. Villar

Year:2021

Adviser: Luciano D. Nasibog Jr.

This study was conducted to know the Job Satisfaction and Business Competence of Employees in Micro Finance Institutions in Digos City, Davao del Sur. There is a substantial association between job satisfaction and business competency of workers in MFIs, implying that the null hypothesis is rejected.

The study looked at the job satisfaction of MFIs employees as to intrinsic and extrinsic means a good idea to treat people as if they have a fundamental worth. Business competence of MFIs employees as to advocating for others means a person who advocates for another's cause or talks or writes in favour of a cause. Collaboration means the act of producing or creating anything with the help of another person. Creative problem solving and decision making means define the issue, conduct a ii gap analysis, make a list of potential solutions, and consider the many options. Initiative means the ability or authority to act or take command before others do. Leading others means able to inspire people that you will be able to share a shared objective to which you can drive your compete team's effort and dedication. Planning and organizing means to achieve goals, follow logical, systemic, and orderly procedures. Over all finding resulted a high descriptive level of 3.8.

The study shows believe there is a strong connection between job satisfaction and business competence of employees in MFIs. This means that the two variables direct correlated to each other, contrary to null hypothesis (Ho), according to the researchers. The study was conducted in Digos City, Davao del Sur.

## **PSYCHOCOLOGICAL EMPOWERMENT OF MICRO AND SMALL**

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### **ENTERPRISE EMPLOYEES IN STA. CRUZ, DAVAO DEL SUR**

Author: John Mikel Mariscal

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

This study was conducted in April 2020 in Sta. Cruz, Davao del Sur, to measure the psychological empowerment of micro and small businesses toward their employees. It also attempted to determine the socio-demographic characteristics of the participants as well as the issues they faced. Total enumeration was used to determine the respondents in the study. The data were analyzed using descriptive statistics such as frequency determination, arithmetic mean and percentage.

This study was done in April 2020 in Sta. Cruz, Davao del Sur, to assess micro and small enterprises' psychological empowerment toward their employees. It also aimed to ascertain the participants' socio-demographic traits as well as the challenges they faced. The respondents in the study were chosen via total enumeration.

# **ORGANZATIONAL COMMITMENT OF COOPERATIVE**

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## **EMPLOYEES IN HAGONoy, DAVAO DEL SUR**

Author: Marlou D. Daligdig

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

The study was conducted to determine the level of organizational commitment of cooperative employees in Kiblawan, Davao del Sur last April 2021. The study assessed the level of organizational commitment with its three (3) components the affective commitment, continuance commitment, and normative commitment. The study used the descriptive research method and employed purposive sampling technique wherein all identified cooperative employees were the respondents of the study. Descriptive statistics were used to analyze the data.

The result showed under demographic profile that most of employees are ages 31-40 which are compatible age for work that have enough experience and learning's. Majority of the employees were dominated by females and all of respondents are married and Cebuano. In educational attainment most of them are college level which is good for employment. On the other hand, the result shows that the overall level of continuance commitment is very high. followed by normative commitment is also very high. While affective commitment is high. Finally, the overall level of the organizational commitment of cooperative employees is very high.

# **FACTORS AFFECTING CUSTOMER SATISFACTION IN THE SAVINGS AND CREDIT COOPERATIVES IN MATANAO, DAVAO**

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## **DEL SUR**

Author: Marvin T. Sarael

Year:2021

Adviser: Eric E. Rellon, MABM

This study on "Factors Affecting Customer Satisfaction in the Savings and Credit Cooperatives in Matanao, Davao del Sur" was carried out to identify the demographic profile of savings and credit cooperative members; the level at which operational factors affect customer satisfaction; the level at which usability factors affect customer satisfaction; the level at which staffs approach influence customer satisfaction; and the level at which loan portfolio experience criteria affect customer satisfaction in Matanao, Davao del Sur.

The study was carried out by using a purposive sampling technique. There were 100 respondents most of the respondents were 36-50 years old, female and most of them earned a college diploma, identified on this study. Data were gathered using survey questionnaire.

The result of the study was very satisfied it showed that savings and credit cooperatives members got the satisfactory rate, this shows that the member satisfaction indicator is present and visible at all times. The indicated indicators are always sensed and occur. The operational factors, usability factors, staff approach as well as loan portfolio experience criteria are members have a very strong preference for the member's satisfaction. Thus, it is recommended that the SACCOS must maintain their service reliability to the level of the customer's dependability satisfaction and management should impose effective and regular transaction checked specially this time of pandemic.

# **ASSESSMENT ON DISASTER PREPAREDNESS AND BUSINESS RESILIENCY OF ENTREPRENEURS IN MAGSAYSAY, DAVAO**

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## **DEL SUR**

Author: Mitshushuta A. Habuchi

Year:2021

Adviser: Nova Jellie A. Babaylo, LPT

The prime objective of this study was to determine the level of disaster preparedness and business resiliency of entrepreneurs in Magsaysay, Davao del Sur. This was conducted among small and medium enterprises (SMEs) in the area last May, 2021. Descriptive-correlational research design was used to determine the relationship between variables. On the basis of the analyses and interpretations of the data gathered, the following findings were drawn according to the order with which the objectives were presented.

Data disclosed that the overall level of disaster preparedness among entrepreneurs, indicators were rated high. Result indicates that entrepreneurs are not too aware and ready when disaster comes in the vicinity. As to business resiliency, on the overall level of business resiliency among entrepreneurs, indicators were rated high and very high. Result indicates that entrepreneurs are ready and can continue their business ii when disaster strikes and when assessed in terms to organization communication, innovation capacity, organizational changes, organization resources, and self-monitoring capacity. Finally, there is no significant relationship between the disaster preparedness and business resiliency of entrepreneurs in Magsaysay, Davao del Sur.

# **JOB SATISFACTION AND BUSINESS COMPETENCE OF EMPLOYEES IN MICRO FINANCE INSTITUTIONS IN**

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## **MATANAO, DAVAO DEL SUR.**

Author: Catherine A. Nacua

Year:2021

Adviser: Eric E. Rellon, MABM

Employees of Micro Finance Institutions in Matanao, Davao del Sur were surveyed to determine their job satisfaction and business competence. Establish the demographic profile of MFIs staff. Determine the job satisfaction of MFIs employees as to intrinsic and extrinsic characteristics. Identify the business competence of MFIS employees as to strategic management process. Determine the importance of the relationship between MFI employees' job satisfaction and their business competence.

The study's findings suggest that the majority of respondents are male (48%) and female (44%) between the ages of 26 and 35, and that the majority of them are married (32%) and that some of them are ii collectors (50%) while others are tellers (20%), managers (10%), and bookkeepers (10%). (10 percent ).

In terms of job satisfaction of employees in MFIs in Matanao Davao del Sur in terms of Intrinsic and Extrinsic. Overall, the data had a high descriptive level of 3.9, meaning that all two (2) markers were found in the majority of cases.As to business competence of employees in MFIs in Matanao Davao del Sur. Advocating for others, teamwork, problem-solving and decision-making, initiative, leading others, and planning and organizing are some of the indicators. Overall, the data had a high descriptive level of 4.0, suggesting that all six (6) indicators were found in the majority of cases. Study shows that as employee work satisfaction rises, company competence rises as well. This indicates that the two (2) variables are directly related. Since this p-value is  $1.6E-14$ , which is less than the 0.05 level of significance, the null hypothesis is rejected ( $H_0$ ).

# **CONSUMER BEHAVIOR OF YOUNG PROFESSIONALS TOWARDS ONLINE SHOPPING OF BEAUTY PRODUCTS IN**

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## **BANSALAN, DAVAO DEL SUR**

Author: Honey Jane C. Pablo

Year:2021

Adviser: Jeanevieve Dana Gica, MBA

The purpose of the research was to find out how young professionals in Bansalan, Davao del Sur, shop for beauty items online. The participants in this study were 100 young professionals who live in the area.

In terms of the respondents' socio-demographic profile, the results revealed that the majority of those who preferred to buy products online were females between the ages of 20 and 25, the bulk of the people in this group are unmarried and make less than 10,000 per year; the bulk of their employment status is Regular; they have been shopping online for less than a year, and the things that they have tried buying online are largely Beauty products. The respondents' main motive for shopping online is to get free shipping. Return and exchange policies are the most common issue they face.

Respondents agree that they go to a brick-and-mortar (physical store) before making a final purchase during the Pre-buy Stage; before making a final purchase, look at different online buying websites; a friend or family member's recommendation, as well as marketing, influence their decision to shop online (online, radio, others); promotional deals; prior internet shopping experience; reviews and ratings of products. During the Post- Purchase Stage, respondents agree that their online purchasing experience was positive due of the website's simplicity of use; In the event of a query, the merchant responds quickly or promptly; the order is shipped promptly; the couriers'/delivery riders' attitude; the couriers'/delivery riders' shipping rates/fees. Because of the return and refund/exchange policy, the respondents are neither satisfied nor dissatisfied with their online buying experience; after getting the goods, they discuss it with their friends and family; they share their experiences on social media and write a product evaluation on an online buying site.

The relationship between demographic profile and online buying behavior of young professionals indicated that there is no substantial difference in consumer behavior across respondents' age, monthly income, and employment status. In addition, there is a considerable variance in consumer behavior based on the

respondents' gender and civil status.

## **DEVELOPMENT OF RICE FLOUR KROPEK WITH SEAWEEDS**

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### **(*Eucheuma spinosum*)**

Author: Hydee Jane B. Pareda

Year:2021

Adviser: Arlyn J. Omboy, MA

The study was conducted at Davao del Sur State College (DSSC) Mati, Digos City on April 2021. The study was conducted to develop a Rice Flour Kroppek with Seaweeds. Data on responses was analyzed using the analysis of variance (ANOVA) for Completely Randomized Design. The study was conducted using a Completely Randomized Design (CRD) with five (5) treatments replicated three (3) times using a prepared sensory characteristic instrument. Data revealed that among the treatments, Treatment 1 has significantly higher mean ratings in terms of palatability, texture, color, odor and appearance. Promotion of the product is highly recommended. To further validate the result of the study, it is recommended to improve the methodology and to conduct acceptability and nutritional analysis of the product.

## **EMPLOYEE SATISFACTION OF COOPERATIVES IN BANSALAN**

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### **AND MATANAO DAVAO DEL SUR**

Author: John Ryan Sartagoba

Year:2021

Adviser: Cherry Ann P. Roxas, DBA

The study was carried out to assess the difference between manager and employee satisfaction of cooperatives in Bansalan and Matanao, Davao del Sur carried out last February 2021. The respondents of the study were randomly selected from 7 cooperatives of Matanao and Davao del Sur. There were 57 respondents in this study; fifty (50) respondents were employees while the seven (7) respondents were the managers/ supervisors. The employee respondents comprised 60% of males and 40% of females.

Managers/Supervisors were very highly satisfied in terms of Coaching, Compensation and Rewards, Corporate Image, Praise, and Recognition and Training and Development while Employee's satisfaction was described as high. When further tested using the t-test, the result implied that both managers and employees have the same level of job satisfaction which means that the degree of managers' and employee satisfaction is not significantly different.

# **ORGANIZATIONAL COMMITMENT OF COOPERATIVE**

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## **EMPLOYEES IN BANSALAN, DAVAO DEL SUR**

Author: Treschia Rose A. Romano

Year:2021

Adviser: Zandro P. Ibañez, Ed.D

The study was undertaken in order to evaluate cooperative employees' organizational commitment in Bansalan, Davao del Sur Last April 2021. It was conducted to determine the socio-demographic profile of the employees Affective, continuance, and normative commitment are the three components of organizational commitment. The study was carried out using evaluative method. There were 60 respondents identified on this study. Data were gathered using survey questionnaire and analyze using descriptive statistics specifically the frequency distribution, arithmetic mean and relative frequency distribution.

Results revealed that most of the employees are ranges of 30-40 years old 43.33% and when comparing younger and older employees, commitment is closely linked to a good work-life balance. Younger employees, on the other hand, are more committed and less inclined to leave if they believe their position is safe. As to organizational commitment mean rating affective commitment the highest commitment was affective commitment with a mean rating of 3.93 and with a descriptive equivalent agree with a qualitative interpretation of highly satisfied. Then came normative commitment 3.75 and continuance commitment 3.63, both of which were interpreted as highly satisfied.

# **FACTORS AFFECTING CUSTOMER SATISFACTION IN THE SAVINGS AND CREDIT COOPERATIVES IN ZONE 3, DIGOS,**

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## **DAVAO DEL SUR**

Author: Yvonne A. Lumogdang

Year:2021

Adviser: Eric E. Rellon, MABM

This study on "Factors Affecting Customer Satisfaction in the Savings and Credit Cooperatives in Zone 3, Digos City, Davao del Sur" was carried out to identify the demographic profile of savings and credit cooperative members; the level at which operational factors affect customer satisfaction; the level at which usability factors affect customer satisfaction; the level at which staffs approach influence customer satisfaction; and the level at which loan portfolio experience criteria affect customer satisfaction in Zone 3, Digos City, Davao del Sur.

The study was carried out by using a purposive sampling technique. There were 100 respondents most of the respondents were 36-50 years old, female and most of them earned a college diploma, identified on this study. Data were gathered using survey questionnaire, analyze using relative frequency, and mean statistics.

Very satisfactory results, it showed that Savings and Credit Cooperatives Society (SACCOS) members are very satisfied, which indicates that the member's satisfaction is manifested and observed in all occasions. Members have a very strong preference for the members satisfaction based on the operational factors, usability factors, and staff approach influence and loan portfolio experience criteria. Thus, it is recommended that the SACCOS must create an operating system for online transaction to be able to the members to transact easily even in the midst of this pandemic.



Davao del Sur State College  
Matti, Digos City

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