



JOHN B. LACSON COLLEGES FOUNDATION BACOLOD, INC.

(Formerly Iloilo Maritime Academy)

Alijis, Bacolod City, Negros Occidental, Philippines

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RESEARCH AND DEVELOPMENT CENTER

RESEARCH UTILIZATION

(Based on the 2023-2024 Research Findings and Recommendations)

TITLE OF RESEARCH, AUTHOR(S), DATE	FINDINGS	RECOMMENDATIONS	PERSON/DEPT RESPONSIBLE	ACTIONS TO TAKE/ ACTIONS TAKEN	DEGREE OF ACCOMPLISHMENT (in Percentage)	RESULTS/ IMPACT/ EVIDENCE
1. Unveiling Workplace Bullying: Understanding Experiences, Impacts, And Mediating Actions Mamon & Villanueva (July 2024)	<ul style="list-style-type: none">The data suggests the presence of a hostile work environment where employees are subjected to various forms of mistreatment, including intimidation, humiliation, and unfair criticism.Employee-to-employee bullying among those of the same level is most prevalent, indicating a horizontal spread of mistreatment within the workplace.Bullying from senior to junior employees is also common, suggesting a potential abuse of power	Establish clear anti-bullying policies that define what constitutes bullying, outline consequences for such behavior, and provide a framework for prevention. These policies must be communicated effectively to all employees.	HR QA	a. Establish a Comprehensive Anti- Bullying Plan. Request for inclusion of Comprehensive Anti-Bullying Plan on the HR Manual once found effective.	(Ongoing Implementation)	JB-RU-HR-2024-01-a
		Implement regular training sessions to raise awareness about the signs of bullying and the importance of a respectful workplace. This program should include diversity, inclusivity, and communication skills training to prevent misunderstandings and conflicts.	HR QA	b. Conduct orientation and seminar to all employees regarding the Results of the Study together with the established Comprehensive Anti- Bullying Plan.	(Ongoing Implementation)	JB-RU-HR-2024-01-b Repeat Survey (reduced # of instances of bullying)



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	<p>dynamics within the organizational structure.</p> <ul style="list-style-type: none">Stress, loss of productivity, and sleep disturbances are the most frequently reported impacts of workplace bullying, highlighting its significant toll on employee well-being and organizational effectiveness.The data also reveal serious concerns related to mental health, including depression, anxiety, and fear, indicating a toxic work environment that	<p>Create safe and confidential channels for reporting bullying without fear of retaliation. Ensure these channels are user-friendly and that all complaints are taken seriously and investigated promptly.</p>	<p>All Department Heads</p>	<p>c. To make the complaint procedure available through Google Forms via QR codes that will be posted in all offices and employee areas, ensuring easy accessibility for all employees without compromising their confidentiality. This aims to lessen employees' fear of filing complaints and to raise awareness of how seriously the institution takes this matter. (QA)</p>	<p>(Ongoing Implementation)</p>	<p>JB-RU-QA-2024-01-c (# of employees filed complaint using the QR Code).</p>
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	<p>requires immediate attention.</p> <ul style="list-style-type: none">There were five key themes related to workplace bullying: the types of bullying experienced, the emotional and behavioral responses to bullying, coping mechanisms employed by targets, perceptions of the offender, and actions taken to prevent future bullying.The themes highlight the multifaceted nature of workplace bullying,	<p>Conduct regular workplace climate surveys to monitor the environment and identify any undercurrents of bullying. Use the results to improve strategies and interventions.</p>	<p>HR RS</p>	<p>d. To design and develop surveys that include questions about bullying experiences. To include this on the Unit Research Agenda for next Academic Year since there are already identified studies to be conducted for this Academic Year.</p>	<p>(Ongoing Implementation)</p>	<p>JB-RU-HR-2024-01-d</p>
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	<p>encompassing verbal, psychological, physical, and social forms of abuse.</p> <ul style="list-style-type: none">▪ The findings emphasize the significant emotional toll on targets, leading to a range of coping strategies, perceptions of the offender, and preventative actions.	<p>Through workplace wellness initiatives, take proactive steps to address the underlying factors of bullying, such as job insecurity, competition, or stress.</p>	<p>All Department Heads</p>	<p>e. Conduct leadership and conflict resolution seminars/workshops to address bullying of the personnel under respective departments.</p> <p>f. Include the topic of Anti-Bullying to be discussed by the expert during the Values and Spiritual Enrichment Seminar.</p>	<p>(Ongoing Implementation)</p>	<p>JB-RU-HR-2024-01-e-f</p>
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2. Body Mass Index and Its Influence on Physical Fitness Test Results Enriquez (July 2024)	<ul style="list-style-type: none">Findings: 6.4 percent were underweight, 65% were within the normal weight range, 21.3% were overweight, and 6.8% were classified as obese.There is a significant increase in average heart rate across all student categories after the 3-minute Step Test, indicating a substantial cardiovascular response.Significant negative correlations were observed between BMI and performance in the Zipper Test for both arms and the Standing Long Jump Tests.No significant correlation was found between BMI and performance in push-ups, basic plank tests, or sit-and-reach tests.The differences in performance across BMI classifications were observed in the Zipper Test.	Develop and implement intervention programs for weight management for maritime students. These programs should include nutritional guidance, physical activity plans, and behavioral strategies to help students achieve a healthy BMI.	QA/Health Officer/Academics	a. The Cadet Values and Discipline Program (CVDP) of the College of Maritime Education, which started in the second semester of AY 2024-2025 and was implemented for placement passers and company-sponsored scholars only, shares the same purpose as the recommendations. The academics can also apply the activities of the CVDP to regular students and consider the suggested fitness exercises tailored for each BMI classification. Consider adapting the best practice of the Arevalo (I-fit).	(Ongoing Implementation)	JB-RU-ACAD-2024-02-a-b
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	<p>Sit and Reach, and Standing Long Jump tests.</p> <ul style="list-style-type: none">The basic plank test showed no significant variance based on BMI.			<p>Note: Each department is to submit its narrative report. (Academics)</p> <p>b. To conduct a self-assessment of the institution's compliance with the CHED and WHO's Healthy Learning Institutions Framework and to gradually implement feasible projects and programs that promote healthy learning environments. These initiatives will include diet and physical activity, environmental health, and immunization. (Health Officer/QHSE Head)</p>		
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		<ul style="list-style-type: none">• Conduct a study investigating how nutritional interventions with physical activity programs impact overall health outcomes across different BMI categories. This investigation includes studying dietary patterns complementing exercise regimens to optimize cardiovascular health and weight management.• Another study on wearable technology and mobile applications in monitoring real-time health metrics such as heart rate variability, step count, caloric expenditure, and sleep quality among participants in different BMI categories.	QA/Health Officer RS	<p>c. To include this on the Unit Research Agenda for the next Academic Year since there are already identified studies to be conducted for this Academic Year.</p> <p>d. To include this on the Unit Research Agenda for the next Academic Year since there are already identified studies to be conducted for this Academic Year.</p>	(Ongoing Implementation)	JB-RU-RS-2024-02-c-d
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<p>3. Level of Awareness and Conservation Practices on Mangrove Forest among Residents of Purok 8, Barangay Tangub: Bases for Designing a Mangrove Conservation Plan</p> <p>Garcia & Gayotin (July 2024)</p>	<p>The residents exhibit a high level of awareness regarding the benefits of mangrove forests.</p> <p>The extent of conservation practices among residents of Purok 8 is characterized by low engagement across various demographic profiles.</p> <p>Statistically, the residents' awareness level differs when grouped according to occupation. Only educational attainment emerges as a significant factor influencing engagement in conservation activities.</p> <p>There is a significant positive relationship between the level of awareness and the extent of conservation practices.</p>	<p>Create specialized programs that address the unique needs and circumstances of different demographic groups, such as low-income families or specific occupational groups.</p>	<p>CES Officer, Lab/AAO Head, TESDA Officer, Environment Officer</p>	<p>a. Conduct seminars (which will be part of the Mangrove Rehabilitation Project in which the target participants will be the community's low engagement/awareness members) for the residents of Purok 8 in partnership with the Department of Social Welfare and Development to gather massive recipients. This initiative will be included in the maritime programs and activities this S.Y. 2024-2025. In line with this, tap private partners and encourage them to provide signages (strategic areas near mangroves) related to environmental</p>	<p>(Ongoing Implementation)</p>	<p>JB-RU-CES-2024-03-a</p> <p>(Survey on engagement of the participants).</p> <p>(Participation/Visibility of the target participants on the making of the Rehabilitation Plan).</p>
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				protection, specifically on mangrove protection.		
		Establish a system for monitoring conservation practices and providing feedback to residents. This system may involve regular surveys and community meetings to discuss progress and challenges in conservation efforts.	CES Officer, Lab/AAO Head, Dean of Maritime	b. Identify the different conservation practices through the seminars to be conducted. And create a monitoring tool (Written or Social Media Platform) on the accomplishment of the conservation practices quarterly. Gather feedback from the participants and incorporate the result into a narrative report.	(Ongoing Implementation)	JB-RU-CES-2024-03-b (Monitoring System) (Numerical Data on Survey- Likert Scale and Testimonial Feedback)



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		Collaborate with local NGOs and community organizations to promote conservation initiatives.	CES Officer	c. Strengthen collaboration with NGO's and LGU's on conservation initiatives through MOA with identified partners such as; PiChE NOC, Tanduary, Youth Org., DSWD	(Ongoing Implementation)	JB-RU-CES-2024-03-c (MOA with partner) (Increased in number of MOA/Collaboration)
4. Environmental Practices in the Workplace: Perceptions, Engagement, Productivity and Satisfaction of Employees Causing (July 2024)	The findings highlight a strong commitment to environmental practices, enhancing organizational culture and performance, though job satisfaction requires improvement. Significant positive relationships were found between environmental perceptions and employee outcomes, emphasizing the value of eco-friendly policies.	Allocate resources for sustainability initiatives and form a dedicated committee to enhance management and efficiency.	QA/Environmental Officer	Integrated Environment Management Program's specific activities for each component were already included on the Unit's Annual Operational Plan for Academic Year 2024-2025 with allocated budget. The IEMP committee was already re-established for AY 2024-2025.	(Ongoing Implementation)	



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	<p>Varying support levels for environmental initiatives in schools suggest the need for strategies to increase participation and reduce skepticism.</p> <p>Recycling and cultural activities improve productivity but show inconsistencies that need attention.</p>	<p>Establish a comprehensive sustainability program to build on employees' positive perceptions and engagement in environmental practices. This program includes regular sustainability training and certifications, platforms for sharing ideas, and recognition of exceptional commitment.</p> <p>Maintain transparent communication on sustainability goals and progress and actively engage employees through updates and feedback.</p> <p>Maintain partnerships with external organizations and support community environmental projects. These strategies will enhance environmental performance, foster a culture of sustainability, and improve operational efficiency and reputation.</p>	QA/Environmental Officer	<p>Revive and strengthen the implementation of the Integrated Environment Management Program which is already included on the Unit's Annual Operational Plan for Academic Year 2024-2025 which is being monitored monthly. (IEMP Committee)</p> <p>Conduct re-orientation of the IEMP to all employees and ensure that everyone is a member of at least one component to promote engagement and inclusion. (Env. Officer/ IEMP Committee)</p> <p>Environmental Officer to collaborate with the CES officer to implement CES' Annual project proposals which involve environmental initiatives in the</p>		
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				community. (CES/Env. Officer)		
		Integrate environmental education across all year/grade levels and organizing related workshops and activities will raise student awareness.	DEAN-CME IEMP: Education Advocacy		(Ongoing Implementation)	JB-RU-CME-2024-04
		Implement a monitoring system to evaluate progress and use community feedback to refine strategies. This comprehensive approach will help institutions overcome barriers and promote a culture of sustainability.	DEAN-CBE IEMP: Education Advocacy	To implement a plan that will enhance the engagement of the students in the environmental advocacies	(Ongoing Implementation)	JB-RU-CBE-2024-04
			Principal IEMP: Education Advocacy		(Ongoing Implementation)	JB-RU-BED-2024-04
5. Academic Performance of Grade 12 PBMS Students in Math: Basis for a Proposed Pedagogical Intervention	The result shows the average performance of Grade 12 PBMS students in terms of areas (Integers, Decimals, and Fractions). Furthermore, the area of integers got the lowest mean, followed by the area of	Teachers handling the subjects must undergo training and seminars on pedagogical instructions aligned with 21st-century learners.	Principal HR	a. To send the teachers in Mathematics to trainings/ seminars/workshops	(Ongoing Implementation)	JB-RU-BED-2024-05-a



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Camento-Lumaud & Hilay (July 2024)	fractions, which implies that solving problems related to integers and fractions is challenging for students.	Implement a conceptually based, problem-solving approach to mathematics instruction. Consider how topics are presented and emphasized within the curriculum and the teaching methods employed to help ease students' difficulty.	Principal	b. To conduct a mentoring the mentor activity among teachers in mathematics where they share pedagogical practices that will help improve the implementation of conceptually-based, problem-solving approach to mathematics instruction	(Ongoing Implementation)	JB-RU-BED-2024-05-b
6. A Query on BSHRM/BSHM Alumni Employment Status: A Tracer Study Sabandal (July 2024)	The struggles and difficulties that the BSHRM/BSHM alumni experience in looking for a job were the lack of experience, financial problems, and the need for higher qualifications. The alumni expressed the highest level of satisfaction with the relevance of the laboratory facilities, tools, and equipment in developing various skills needed by the industry.	Regularly update the curriculum to align with industry needs and trends. Incorporate feedback from alumni and industry partners to ensure the education is relevant and up to date.	Dean-CBE	a.1 Conduct Industry Research a.2 Stakeholder Survey a.3 Continuous Curriculum Review Cycle a.4 Professional Development-	(Ongoing Implementation) (Ongoing Implementation) (Ongoing Implementation) (Ongoing Implementation)	JB-RU-CBE-2024-06-a.1 JB-RU-CBE-2024-06-a.2 JB-RU-CBE-2024-06-a.3 JB-RU-CBE-2024-06-a.4



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	Moreover, the BSHRM/BSHM Alumni consider Perseverance, Discipline, and Excellence as the most important core values they have imbibed that are essential for employment.	Establish mentorship programs where experienced alumni can guide recent graduates and current students. This program can help build confidence and provide valuable insights into the industry.	Dean-CBE	b. Conduct the following: 1. Alumni Talks 2. Mentorship Program 3. Celebrate success stories	(Ongoing Implementation)	JB-RU-CBE-2024-06-b.1-3
		Faculty of BSHM program should emphasize on developing soft skills such as communication, teamwork, and leadership. These skills are crucial for career advancement and can be integrated into the curriculum and extracurricular activities.	Dean-CBE	c. Conduct the following: 1. Curriculum integration 2. Workshops and seminars on communication, teamwork, and leadership 3. Community engagement 4. Joining competitions and conventions 5. Pre-Employment seminars	(Ongoing Implementation)	JB-RU-CBE-2024-06-c.1-5



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<p>7. Technological Inclination, Knowledge, Awareness, Capability, Skills, Utilization, and Impact: A Technology Barometer Survey with JBLCF-Bacolod Employees</p>	<p>The employees have a strong inclination toward technology, with an intermediate to fairly high level of knowledge, awareness, utilization, capability, and skills in using technology.</p>	<p>Invest in enhancing the technological skills and capabilities of employees with a natural inclination towards technology. This can lead to improved performance and innovation within the organization.</p>	<p>HR All Department Heads</p>	<p>Conduct series of technology training and workshop to enhance awareness and develop necessary skills to effectively use the following technology and create a tutorial video on how to use:</p>	<p>(Ongoing Implementation)</p>	<p>JB-RU-MIS-2024-07</p>
<p>Emeliza T. Estimo Geneveve M. Aguilar</p>	<p>Their technological inclination, knowledge, awareness, utilization, capability, and skills are all interrelated, though the strength of the relationships varies.</p>	<p>Develop and implement a comprehensive technology awareness program for all employees. The technology awareness program may include the following elements: (1) Technology Showcase and Demonstrations, (2) Technology Training and Workshops, (3) Technology Mentorship and Peer-to-Peer Learning, and (4) Technology Newsletters and Communications.</p>		<ul style="list-style-type: none"> • Microsoft Teams • IMS Portal • Open Project • SIAS • Utilization of AI 		
	<p>Employees with a higher inclination towards technology tend to have greater knowledge, awareness, utilization, capability, and skills, as well as a stronger perception of technology's impact. However, the relationships are generally moderate in strength, suggesting that technological inclination alone is insufficient.</p>					
	<p>Other factors, such as organizational culture, leadership support, and exposure to innovative applications, likely play a</p>					



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	<p>significant role in shaping employees' understanding of technology's transformative potential.</p> <p>Technological awareness is a key driver of utilization, capability, and skills development. By fostering greater awareness among employees about available technologies, their features, and how they can be applied to their work, the MIS department can help unlock the full potential of the organization's technological competencies.</p>					
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<p>8. Analysis of the College Entrance Examination (CEE) Instrument and Results: Basis for Designing an Improved Screening Instrument for Incoming High School and First-Year College Students</p> <p>Emeliza T. Estimo (July 2024)</p>	<ul style="list-style-type: none"> ▪ Item analysis revealed specific questions requiring revision or rejection in all subjects (English, Math, and Science) covered. ▪ The research also identified significant gaps in students' knowledge, notably in communication skills. ▪ College Entrance Exam (2022-2023): <ul style="list-style-type: none"> ➤ Among the 669 students who took the Entrance Exam, only 18.5% Passed, and 81.5% failed. English revealed a higher passing percentage, followed by Math and Science. ➤ Out of the 150 items, the mean or average score obtained was only 58. ➤ Furthermore, 90% of the College and High 	<p>Request a copy of the High School and College Entrance Exam questionnaires from the Student Affairs and Services Office.</p> <p>Commence the revision of the Entrance Exam instruments as soon as possible to allow enough time for validity and reliability testing before they can be implemented in preparation for the following semester and school year. The same team of English, Science, and Math experts may be tapped for this purpose.</p>	<p>RS plus a team of English, Math. And Science instructors from HS and College</p>	<p>a. To revise the test questionnaire considering specific questions requiring revision or rejection in all subjects (English, Math, and Science) covered</p>	<p>(Ongoing)</p>	<p>JB-RU-RS-2024-08-a</p>
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	<p>School Entrance takers failed in science.</p> <p>▪ HS Entrance Exam (2022-2023):</p> <p>➤ Out of the 205 takers, only 15.3% Passed, and 84.7% Failed. The mean score obtained was only 39 over 100.</p>					
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		Strengthen the entry standards for incoming students at the HS and College level, particularly in English. The Entrance Exams may include an Oral Reading Test (to identify poor readers), a Simple Essay Writing Test (to identify writing skills where they are deficient), and an Oral Interview to be facilitated by English teachers in the admitting department (to test their oral communication skills and deportment when they are interviewed). These tests aim not to eliminate but to identify students needing enrichment or remediation to improve their communication skills.	Principal Deans SAS	b. To conduct a language assessment for all new students before the start of formal class instructions in English language subjects (to include Oral Reading Test, Simple Essay Writing Test, and Oral Interview) to be conducted by the English teachers to identify students needing support in their communication skills. (diagnostic test)	(Ongoing Implementation)	JB-RU-ACAD-2024-08-b (Results of Pre-Test and Post-Test) To be implemented for AY 2025-2026.
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RESEARCH AND DEVELOPMENT CENTER

RESEARCH UTILIZATION

(Based on the 2023-2024 Research Findings and Recommendations)

		Require remediation for students who scored low and extremely low in English, Science, and Math. A set of criteria may be prepared to identify students needing remediation. A clear remediation plan must be designed and implemented during the students' 11 th and 12 th year in High School and, for the tertiary level, during their first semester in college.	Principal Deans	c. To implement a remediation plan for students scoring below passing scores in English, Science, and Math, ensuring that targeted support is provided during their 11 th and 12 th years in high school and throughout their first semester in college.	(Ongoing Implementation)	JB-RU-??-2024-08-c
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		For the High School Department, use the results of the Entrance Exams as baseline data for identifying and addressing the gaps in knowledge and skills. Scores obtained by the students could serve as Pre-Test data that can be stored for future analysis. Then, design a structured intervention plan to address the gaps and implement this during the students' 11 th to 12 th Grade. Conduct a Post-Test by the end of their 12 th Grade to test the effectiveness of the intervention plan. The same steps can be done at the College level, particularly in English, Science, and Math courses where the gaps in knowledge and skills are part of the course contents.	Principal	d. To report analysis of the data/results of the entrance exam e. To design an instrument for diagnostic tests in English covering the core skills. (L, S, R, W) f. To conduct an experimental study utilizing the results of the Diagnostic Test and the post-test to be included in the research agenda for SY 2025-2026	(Ongoing Implementation) (Ongoing Implementation) (Ongoing Implementation)	JB-RU-BED-2024-08-d JB-RU-BED-2024-08-e (Diagnostic Test) JB-RU-BED-2024-08-f (Experimental Study)
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		Conduct a Pre-Screening Test and Mock Interview for students recommended for Company Placement Scholarships. Only those who could pass the Pre-Screening should be included in the actual screening by shipping company representatives.	Deans	g. Identified and hired faculty as members of the 'Cadetship Review Committee" for: BSMT Technical, BSME Technical, Math, English/mock interview, and ColReg (based on feedback from stakeholders and debriefing of cadets after their screening).	(Ongoing Implementation)	JB-RU-CME-2024-08-g (Increased number of passers vs the actual number of slots available/identified number of intakes per year)
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