



JOHN B. LACSON FOUNDATION MARITIME UNIVERSITY - MOLO, INC.
RESEARCH UTILIZATION SY 2024-2025

COLLEGE OF MARITIME EDUCATION

	Title of the Study & Author(s)	Findings	Recommendations	Action to Take	Results/Impact/Evidence
1	<p style="text-align: center;">Journey of JBLFMU Maritime Graduates from Completion of Classroom Instruction to Conferment of Bachelor's Degree: Basis for Improvement and Intervention Program by Albert P. Golen</p>	<p>This comprehensive study reveals the challenges JBLFMU maritime alumni face throughout their mandatory onboard training stages: Pre-OBT, Actual-OBT, and Post-OBT. The identified challenges encompass logistical, financial, personal, and pandemic-related issues, highlighting the complexity of maritime education. Despite these challenges, the research underscores a range of methods used by our alumni to address them, such as actively coordinating with onboard training offices, making financial plans, adjusting to onboard situations, and utilizing online resources.</p>	<p>Shipping companies and Maritime Higher Education Institutions (MHEIs) should collaborate to develop a comprehensive Business Continuity Plan incorporating robust safety and health protocols informed by lessons from the recent pandemic. This plan should include extensive pre-boarding orientation programs to assist maritime trainees in overcoming travel, accommodation, and financial planning challenges, all while prioritizing their safety. To ensure effectiveness, these programs should be developed with local government authorities before graduates embark on their onboard training (OBT). Implementing this recommendation would significantly reduce the stress associated with pre-boarding tasks and enhance graduates' preparedness for mandatory onboard training.</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p> 
2	<p style="text-align: center;">Stakeholders' Level of Satisfaction with John B. Lacson Foundation Maritime University (SY 2023-2024) by Rolando A. Alimen Rubbie Anne A. Panagsagan</p>	<p>In general, results showed that stakeholders had a high level of satisfaction as shown by the composite mean score of 8.33. The satisfaction among the different stakeholders ranked as follows: The Parents ranked number 1, having obtained the highest level of satisfaction (M = 8.84, or High).</p>		<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

		<p>The Faculty and Staff ranked number 2 (M = 8.59 or High), followed by rank 3 Alumni (M = 8.23, or High), ranked 4 Students (M = 8.02, or High). The Shipping Companies ranked number 5 (M = 7.96, or High).</p>			
3	<p>Values of Filipino Seafarers: The Formula to a Successful Career by Agustin D. Bedia</p> <p>Rolando A. Alimen Ma. Cecilia D. Alimen Jiselle Aimee Y. Bedia-Chua</p>	<p>Descriptive analysis of the data as an entire group showed that integrity was high while discipline was low. The result showed that the entirety of the group was hired by international shipping companies because they possess the value of integrity. The analysis in terms of values classified according to annual salary showed that those receiving higher salaries possess the value of godliness while those receiving lower salaries possess the value of loyalty. The study showed that Filipino seafarers are loyal to their employers despite receiving low salaries. The analysis in terms of values and classification according to rank showed that the value of integrity was high among operational-level officers and the value of discipline was low among management-level officers.</p>	<p>As an offshoot of this study, an Intervention Program toward a successful career at sea formulated. This may enhance the employability of Filipino seafarer officers toward deployment to international shipping companies. Results showed that the values of integrity, godliness, and loyalty were predominant among the respondents. Discipline was found to have the lowest mean among the respondents. The study showed that discipline was low among seafarers of the management level category, while it was found to be high among operational level officers. Shipping companies ought to design seminars with the goal of enhancing the integrity, godliness, and loyalty of Filipino seafarers who work for international shipping companies. Some courses were eliminated from the maritime program's curriculum, which evolves quickly. The CHED/MARINA curriculum should include courses that are crucial to the growth of students' character and values. In either case, the MHEIs ought to start holding seminars or brief training sessions.</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>
4	<p>Designing and Development of Automated Marine Sewage Treatment Plant (MSTP) Using Ultraviolet Lights with Holding Tank and Shore Connection to Discharge Pipe for Domestic Vessels by Rolando A. Alimen</p> <p>Ernie Jay A. Teves Agustin D. Bedia Alan A. Roberto</p>	<p>The invention of this AMSTP is one of the innovative approaches to address the issues on sewage treatment facilities of maritime vessels</p>	<p>(1) The MARINA shall consider this project, environmentally friendly treatment of the wastes from the domestic ships as the basis of the ship waste management</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

	<p style="text-align: center;">Nerios S. Cortejo Victor Ruperto B. Jaleco Rubbie Anne A. Panagsagan</p>	<p>here in the Philippines. Therefore, this present invention pertains to sewage treatment, specifically targeting sewage waters in maritime vessels before their disposal into the sea, overboard, or to a shore reception facility. The sewage treatment apparatus comprises a multi-chamber body designed to process incoming sewage water and eliminate coliform and other bacteria before the discharge. Equipped with sensors to measure water levels and detect bacteria presence, the apparatus, controlled by a microcontroller, discharges water once contaminants are removed. If contaminants persist, the water is reprocessed until eventually suitable for discharge.</p>	<p>policy.</p> <p>(2) The different LGUs shall invest in constructing this environmental-friendly treatment of wastewater so that the product water can be reused for other purposes and water can be saved.</p> <p>(3) Local inventors shall be given support so that different potential inventions can emerge to help the government solve the problem of water pollutants</p> <p>(4) The administration of maritime higher institutions (MHEIs) shall promote more inventions in relation to wastewater treatment, marine preservation, marine waste management, and marine environmental technology.</p> <p>(5) The researchers and inventors of this project would like to encourage other researchers and inventors to explore other technologies that would have an environmental impact on the community and on the country at large.</p>	<p>during their departmental meetings.</p>	
5	<p style="text-align: center;">Acceptability of Desalination Plant among Residents of Unisan Island, Guimaras, Philippines by Rolando A. Alimen Victor Ruperto B. Jaleco Rubbie Anne A. Panagsagan Agustin D. Bedia Allan A. Roberto Nerios S. Cortejo Rodrigo G. Gayo Rogelio O. Baria, Jr. Kiarrah Nicolle V. Viloso Kenny Marie B. Redosendo</p>	<p>(1) The respondents of this study were in need of fresh water because the island is very far from the mainland of Nueva Valencia, Guimaras, Philippines.</p> <p>(2) The residents of the Unisan Island were willing to accept the Desalination Plant that will be established in their place.</p> <p>(3) The residents were willing to undergo education program that will be provided by the JBLFMU-Molo in order to have knowledge about the project.</p>	<p>The administration of JBLFMU-Molo will continue this advocacy not only in the Unisan island but also to other islands and places which have no supply of fresh drinking water. The residents of the island of Unisan, Guimaras shall take care the plant and continue to learn the technology that was given to them.</p> <p>This innovation should be served as a model to other researchers to conduct also studies that could help and solve the problems of the community.</p> <p>There should be more desalination plants to be put up in the islands or places that have no supply of water.</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

6	<p>Employees' Engagement and Views in Work at Maritime University in the Philippines by Rolando A. Alimen Rubbie Anne A. Panagsagan Marijule P. Lapating</p>	<p>The employees of the maritime university (JBLFMU-Molo) in the Philippines have "very high" engagement with their work as an entire group, as well as the engagements of the faculty members and non-teaching staff. This means that the employees of the maritime university in the Philippines exhibited a work-consciousness and accountability. The first five dominant engagements of the participants were: "proud of the work they do," "fulfillment of the assigned responsibilities and duties," "innovating ways to do the job efficiently," "passionate with the job" and "understanding of the role relating to the company's goals and objective," and "being positive on the job."</p>	<p>(1) The administration of JBLFMU-Molo shall sustain the high level of perceived engagement in order to achieve the global competence in maritime education as the only maritime university in the Philippines and as highly accredited maritime institution. (2) Continuous talks, orientation, and encouragement on work engagement of the participants of this study are highly recommended. (3) Experiences, challenges, and problems shared by the respondents of this study shall be noted by the Human Resource Department in relation to work engagement in order for them to become full-fledged "maritime contributors" to achieve the agenda of maritime university towards global education competence.</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>
7	<p>Believe it or Not?: Technological Awareness, Inclination, Knowledge of Technology Information, Utilization, Technological Capabilities, and Impact towards Work Productivity among Employees in the Maritime University, Philippines by Rolando A. Alimen Rochel L. Lago Enrique A. Ladiza April Joy D. Palma</p>	<p>The results that stated that the employees "have more than adequate awareness of most technologies developed or adopted by JBLFMU," "completely inclined to technology" were supported by the study of Maqableh, Mas'deh, & Mohammed (2015) that computer technologies have been widely spread and its usefulness and purpose were being observed in the actual life of any individual. The same also to the result on "adequate knowledge of technology-related information."</p>	<p>The administration of JBLFMU-Molo through its Human Resource Department shall devise a "regular-technological-training program" that would enhance the computer skills and technological capabilities of the instructors and non-teaching staff towards the digital world of instruction and teaching.</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>
8	<p>Design and Development of Desalination Plant Powered by Solar Energy in Unisan Island, Guimaras, Philippines (Phase 1) by Rolando A. Alimen Victor Ruperto B. Jaleco Rubbie Anne A. Panagsagan Agustin D. Bedia Alan A. Roberto</p>	<p>Through the findings of this study, the marine officers have been given the opportunity to develop their creativity, leading to inventions that</p>	<p>(1) The project shall be sustained by the JBLFMU-Molo, LGU, DOST, NEDA, and other related government agencies because this can help the people not only in</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

<p style="text-align: center;"> Nerios S. Cortejo Rodrigo G. Gayo Rogelio O. Baria, Jr. Kiarrah Nicolle V. Viloso Kenny Marie B. Redosendo </p>	<p>would give them to patent and utility model processing towards innovation and modernization of marine engineering education and training in the Western Visayas, Philippines. The results of the present studies, which anchored in the UN-SDG Number 9 - Industries, Innovations, and Infrastructure, UN-SDG # 14 - Life Below Water, UN-SDG # 17 - Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development, and UN-SDG # 6 - Ensure availability and sustainable management of water and sanitation for all were aligned with the studies from the field (Abdel-Fatah, El-Gendi, & Ashour, 2016; Roberts, Johnston, & Knott, 2010; Roberts; Falkenberg & Styran, 2015), to produce "freshwater" from the seawater for human utilization through "water desalination membranes" may be the appropriate process for any country like the Philippines because of its archipelagic components, this can be applicable also to the municipalities even without urbanization or modernization, especially, among remote islands in the Philippines. Thus, a "desalination plant" is needed in far and distant places because it is becoming an important solution for solving the shortage of drinking water.</p>	<p>Unisan Island, Guimaras, Philippines but also other islands in terms of the drinking water scarcity.</p> <p>(2) The JBLFMU-Molo as a leading maritime university in the country shall conduct several studies aligned with the UN-SDGs to improve the lives of the people in remote places.</p> <p>(3) There will be a "Cost-Benefit Analysis" of this study so that the problem of the funding can be addressed.</p> <p>(4) The JBLFMU-Molo, DOST, and its partners shall consider this study for future models and commercialization.</p>	<p>during their departmental meetings.</p>	
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9	<p>Evaluation of Marine-ICT-Electro-Automation Advance Trainer and Its Contribution to Learning of the Marine Engineering Students in the Maritime University, Philippines</p> <p>by Gene Lee M. Navarra Jonathan R. Rosale Salvador F. Francisco Rolando A. Alimen Allan A. Roberto Rogelio O. Baria, Jr</p>	<p>The results of the evaluation of Marine-ICT-Electro-Automation Advance Trainer were "excellent" as evaluated by the marine engineering students as an entire group with a mean of 4.47 and when categorized according to place of origin (Iloilo City = 4.53 and Outside Iloilo City =4.41), year level (third year = 4.72 and second =4.38), and classification (Polaris = 4.72 and Regular = 4.22).</p>	<p>(1) The administration will support those instructors who can develop their instructional materials in order to facilitate the transfer of knowledge to the students.</p> <p>(2) The instructional materials shall be shared with the other academic units of the JBLFMU so that it will be validated in terms of their uses.</p> <p>(3) Evaluation of the outside experts shall be recommended to further improve the design and contents of the invention or instructional materials.</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>
10	<p>Establishment of Desalination Plant Powered by Solar Energy in Unisan Island, Guimaras, Philippines and Its Perceived Impact on the Community by Rolando A. Alimen</p> <p>Victor Ruperto B. Jaleco Rubbie Anne A. Panagsagan Agustin D. Bedia Allan A. Roberto Nerios S. Cortejo Rodrigo G. Gayo Rogelio O. Baria, Jr. Kiarrah Nicolle V. Viloso Kenny Marie B. Redosendo Roderick R. Germo</p>	<p>Through the results of this study, it was evidently confirmed that the establishment of the Desalination Plant was indeed a big help to the residents of the community. This may lead to the sustainability of the remote place like Unisan towards the most needed element of life, which, is water. The design of this plant will be used as a model for other remote places and barangays in the Province of Guimaras, Philippines.</p>	<p>(1) The perceived impacts shared by the constituents of Unisan Island, Guimaras, Philippines in the realization of the establishment of the desalination plant were indicators that this project shall be supported and continued by the JBLFMU-Molo, LGU, DOST, NEDA, and other related government agencies because this can help the people in the place who have scarcity of the drinking water.</p> <p>(2) There should be an "assessment study" of this study to determine if the "perceived impacts" will be aligned with the "actual social, economic, and environmental impacts" among the residents of the Unisan Island, Guimaras.</p> <p>(3) The JBLFMU-Molo as a leading maritime university in the country shall conduct more studies like this aligned with the UN-SDGs to improve the lives of the people living in the coastal areas of the country.</p> <p>(4) The JBLFMU-Molo, DOST, and its partners shall support the innovators and inventors of this project toward utility</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

			model and patent applications.		
11	<p>John B. Lacson Foundation Maritime University - Molo Rainwater Catchment Project: Its Impact on the Recipient Barangays</p> <p>by Krizna Joy C. Belencion Marie Bella N. Estores Julienne Marie S. Sumosot</p>	<p>The Rainwater Catchment Project implemented in Barangays Trapiche and Sooc by John B. Lacson Foundation Maritime University - Molo, in collaboration with JBLFMU - Arevalo and Metro Iloilo Water District (MIWD) has demonstrated measurable improvements in access to water, and substantial social, economic, and environmental benefits for recipient communities. Before the project's implementation, residents faced an unreliable water supply, dependence on deep wells, and long distances to water sources. Post-implementation, participants reported greater water availability for domestic use, reduced household expenses, improved agricultural productivity, and enhanced community engagement.</p>	<p>Local communities can adopt a similar project to address water scarcity and make necessary enhancements on the existing project. They may strengthen household participation by encouraging active engagement in routine system maintenance, including cleaning catchment units and monitoring water quality to ensure long-term usability; establish community-based water committees composed of small groups that would be responsible for coordinating usage schedules, troubleshooting issues, and collecting feedback from residents, and promote shared use and knowledge exchange to facilitate informal sharing of water-use practices, maintenance tips, and conservation techniques that could foster stronger communal ties and resource stewardship.</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>
12	<p>Design and Development of Desalination Plant Powered by Solar Energy in Unisan Island, Guimaras, Philippines (Phase 2)</p> <p>by Rolando A. Alimen Victor Ruperto B. Jaleco Rubbie Anne A. Panagsagan Agustin D. Bedia Allan A. Roberto Nerios S. Cortejo Rodrigo G. Gayo Rogelio O. Baria, Jr. Kiarrah Nicolle V. Viloso Kenny Marie B. Redosendo</p>	<p>Through the findings of this study, the "project on desalination" has addressed the need of the people of Unisan Island of fresh water. This is an opportunity to apply for "patent" and "utility model" towards innovation and technology-driven projects of marine engineering education in the Western Visayas, Philippines. The results of the present studies, which anchored in the UN-SDG Number 9 - Industries, Innovations, and Infrastructure, and UN-SDG # 6 - Ensure availability</p>	<p>(1) The project of the JBLFMU-Molo, LGU, DOST, NEDA on Desalination Plant shall be replicated because this can help the people not only in the Unisan Island, Guimaras, Philippines but also in other neighboring islands in terms of the safe drinking water.</p> <p>(2) The JBLFMU-Molo as a leading maritime university in the country shall continue to conduct studies aligned with the UN-SDGs to improve the life living of the people in the remote places.</p> <p>(3) There will be a "Cost-Benefit Analysis" of this study so that problems and</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

		<p>and sustainable management of water and sanitation for all were aligned with the studies from the field (Abdel-Fatah, El-Gendi, & Ashour, 2016; Roberts, Johnston, & Knott, 2010; Roberts; Falkenberg & Styann, 2015), to produce "fresh water" from the sea water for human utilization through "water desalination membranes" may be the appropriate process for any country like the Philippines because of its archipelagic components, this can be applicable also to the municipalities even without urbanization or modernization, especially, among remote islands in the Philippines. Thus, "desalination plant" is needed in far and distant places because it is becoming the important solution for solving the shortage of drinking water.</p>	<p>ROI (Return of Investment) of the funding shall be assessed.</p> <p>(4) The JBLFMU-Molo with DOST, and its partners shall submit this prototype/model for patent application, utility models, and shall proceed to the commercialization of the project.</p>		
13	<p>"Sirenanang Makinista": Struggles and Unpleasant Experiences of Gay Seafarers; Transforming Learned Helplessness to Learned Optimism Roland John Cyril F. Emague Elsie F. Gancia</p>	<p>The study concludes that Filipino gay seafarers endure considerable challenges stemming from systemic discrimination and heteronormative pressures in a predominantly male maritime environment. These experiences precipitate learned helplessness but also foster resilience and learned optimism, aided by community support and personal coping strategies. While workplace cultures are gradually shifting, substantial work remains to achieve fully inclusive maritime environments that respect and celebrate diverse identities. The</p>	<ol style="list-style-type: none"> 1. Implement comprehensive mandatory diversity training programs emphasizing LGBTQ+ inclusivity, designed to increase awareness about discrimination's impacts on mental health and productivity. 2. Establish and rigorously enforce anti-discrimination policies that explicitly protect sexual orientation and gender identity, ensuring awareness among all employees regarding policy provisions and consequences of violations. 3. Cultivate inclusive leadership practices where leaders actively model openness, support LGBTQ+ employees, and foster environments 	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

		<p>research emphasizes the vital need for sustained advocacy and institutional reforms to enable safe, supportive workplaces that honor LGBTQ+ seafarers' rights and dignity.</p>	<p>conducive to authentic identity expression.</p>		
14	<p>Navigating Career Path: A Tracer Study on the Employment Status of BS Marine Engineering Graduates from JBLFMU-Molo</p> <p>Rolando A. Alimen Albert P. Golen Immanuel L. Fainsan Rubbie Anne A. Panagsagan</p>	<p>There has been a notable increase in graduate output, with a consistent rise in the number of BS Marine Engineering graduates from John B. Lacson Foundation Maritime University-Molo over the past three academic years. This trend reflects the university's growing capacity to produce competent maritime professionals. The steady improvement in employment rates further suggests enhanced employability and stronger alignment between academic preparation and industry demand. Remarkably, across all three academic years, 100% of the traced graduates secured employment, underscoring the strong job placement performance of the university's Marine Engineering program.</p>	<p>1. There is a need to strengthen resources and faculty support. To accommodate the increasing number of enrollees while maintaining quality education, the university should invest in additional faculty, facilities, and learning resources.</p> <p>2. Enhance Industry Linkages. Sustaining high employment rates requires stronger collaboration with local and international maritime companies. Partnerships can ensure curriculum alignment with labor market demands and provide greater access to onboard training and job placements.</p> <p>3. Institutionalize Tracer Studies. The consistent increase in traced graduates underscores the value of graduate tracking. The university is encouraged to formalize and digitalize its tracer study system to achieve efficient data collection and support program development and accreditation.</p>	<p>The results of the study were submitted to the Dean of the College of Maritime Education and requested to discuss the results during their departmental meetings.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

Attested by:



ENGR. ROLANDO A. ALIMEN, PhD
Research Coordinator

COLLEGE OF BUSINESS AND MANAGEMENT

	Title of the Study & Author(s)	Findings	Recommendations	Action to Take	Results/Impact/Evidence
1	Experiences of English Language Teachers in Teaching Purposive Communication to Students of John B. Lacson Foundation Maritime University by Ruth E. Bayhon	English teachers teaching Purposive Communication to maritime students exhibit outstanding commitment in carrying out their tasks through no matter what intricacies teachers experienced, they could defy the odds and continue their mission in helping students express themselves better in spoken and written English for better future opportunities. Therefore, the English language teachers' challenges and opportunities have helped them see the need to enhance their teaching strategies or practices as an answer to bridge the gap.	<ol style="list-style-type: none"> 1. English language teachers may give students diversified and authentic maritime-related situation activities to better enhance their communication skills. 2. English language teachers may continue looking for innovative ways to strengthen instructional delivery through attending seminars and conferences to create authentic learning classroom experiences for their students. 3. The University's Academic Coordinator of each unit may revisit and reconsider the policies on time allotment, the appropriate number of students per class, and topics included in the syllabi for Purposive Communication. In addition, they may consider adding an elective course in English for Maritime Purposes. Thus, a prototype syllabus in English for Maritime Purposes is recommended to see the essence of English in students' seafaring careers. 4. For further study, the researcher recommends further studies to understand students' needs and strengthen their English language skills necessary to perform workplace functions. 	The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p> 
2	Host Training Establishments' Evaluation and Feedback on Bachelor of Science in Customs Administration On-the-job Trainees by Jennefer N. Galaraga Mary Ann B. Tagaytayan	The researcher drew the following conclusions based on the findings presented: The majority of respondents from host training	Given that the majority of respondents from host training establishments are involved in Customs Brokerage Firms, the program should	The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings	Communication dated September 30, 2025, to the dean regarding the action to be taken.

		<p>establishments in this survey are involved in Customs Brokerage Firms. The evaluation of host training establishments' satisfaction with the professional and personal competencies of BS Customs Administration on-the-job trainees of the College of Business and Management at JBLFMU-Molo showed very high across all categories. The trainees particularly excelled in adaptability, computer literacy, initiative and interpersonal skills. However, areas such as analytical thinking, cooperation, business problem solving and customer service orientation were rated the lowest. The thematic presentation of the host training establishments' comments and suggestions contains the following themes: industry knowledge and training, practical skills and industry exposure, technical knowledge and procedure and soft skills and analytical thinking.</p>	<p>strengthen its partnerships with these firms. To provide a more comprehensive experience in training opportunities, the program should also encourage students to seek on-the-job training in various sectors, including Freight Forwarding and the Bureau of Customs. This approach can help broaden students' exposure and understanding of different aspects of the customs and logistics industry.</p>		
3	<p>Instructional Practices of English Teachers Teaching Purposive Communication to Students of JBLFMU-Molo, Inc. by Ruth E. Bayhon</p>	<p>English teachers teaching Purposive Communication to students exhibit outstanding commitment in carrying out their tasks through different instructional practices mentioned. This only means that no matter what intricacies teachers experienced, they could defy the odds and continue their mission in helping</p>	<ol style="list-style-type: none"> 1. English Language teachers may continue participating in curriculum designing in their respective units, looking for innovative ways to strengthen instructional delivery, develop instructional materials, and create authentic learning assessments for their students. 2. English teachers may give students diversified and authentic situational activities to better 	<p>The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

		<p>students express themselves better in spoken and written English for better future opportunities.</p> <p>Therefore, the English language teachers' experiences in curriculum designing, instructional delivery, instructional materials development, and learning assessments, have helped them see the need to enhance their teaching strategies or practices as an answer to bridge the gap.</p>	<p>enhance their communication skills.</p>		
4	<p>Journey Across Cultures: J1 Lacsonian Experiences in the United States of America by Stella S. Cantor Ma. Marybec S. Guillergan</p>	<p>Intercultural exchange programs in the United States offer both advantages and challenges. Examining the experiences of J1 Lacsonians provides a comprehensive understanding of their lives abroad, particularly in areas such as culture shock and adaptation, intercultural communication, homesickness and mental health, and the development of cultural competence. Overcoming culture shock and homesickness, they are more prepared for extended years away from home. As they adapt to multicultural environments, these participants may feel a sense of belonging. Their enhanced language proficiency, combined with increased cultural awareness and sensitivity, and key learnings, can greatly support their personal, social, and professional development, opening doors to</p>	<p>Cultural exchange programs can be a valuable avenue for the holistic development of students, serving as pathways for them to experience the realities of global work environments. As one of the leading universities striving for global competitiveness, John B. Lacson Foundation Maritime University-Moloday consider creating a dedicated committee to oversee cultural exchange programs, particularly for J-1 students in the United States. Additionally, the university could expand its international linkages to provide students with more opportunities to apply their academic learning in practical, real-world settings. Moreover, the College of Business and Management, along with the institution as a whole, should continue to extend support and encouragement to students, helping them gain valuable insights into cultural diversity and inclusivity—qualities that are essential for success in</p>	<p>The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

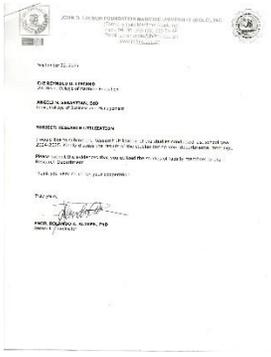
		boundless opportunities and success on a global scale.	multicultural workplaces.		
5	<p>Library Utilization of BS Cruise Ship Management Students from SY 2019-2020 to SY 2023-2024</p> <p>By Febe Rose L. Torres Wyatt Earp D. Belvis Charmane C. Robledo William L. Miaque</p>	<p>1. The BSCSM Students enter the library most by the months of October, November, and December, while least by the months of January, June, and July. The months of January, June, and July are semestral breaks.</p> <p>2. The BSCSM students utilized more books in the months of September, October, December, January, February and March, while the least utilization was recorded in May, June, July to August. The months of June, July, and August are semestral breaks.</p> <p>3. The BSCSM students entered more on the library in SY 2023-2024 more than in SY 2019-2020 with the least visits and 2022-2024 with only few visits. The BSCSM students have more book utilization in SY 2019-2020 than SY 2022-2023 and SY 2023-2024.</p> <p>4. The BSCSM Students borrowed General Education, Filipino, and NSTP Subject titles, followed by Hospitality Professional Core Subjects, Hospitality Core subjects, and only a few of Hospitality Core Subjects and Cruise Ship Management Specialization Courses Subjects. More books were borrowed in SY 2019-2020 than in other school years but it significantly increased in SY 2023-2024.</p>	<p>The BSCSM Students must be given benefits or rewards and incentives to enter the university library in lean months, while during months of high utilization, there must be additional services to allow the demands of books to be available for the students.</p> <p>2. The BSCSM students have more demand for books and must manage to address their needs each month, especially in September, October, December, January, February, and March with high utilization. During semestral breaks, promotions must be given to lessen demands on peak months. It is encouraged to let them use online resources and group activities so that demands will be met, especially for highly utilized book titles.</p> <p>3. Since the utilization of the university library is increasing for the BSCSM students, with the greatest number of students in the college, it is deemed necessary to maximize the services of the library and make more spaces and enough books to accommodate the increasing needs of the students for library resources.</p> <p>4. Significantly, the library resources have more books for General Education Subjects than Hospitality Subjects but utilizing more of the hospitality books with further requirements from the learning and teaching outcomes could significantly increase utilization. Faculty must make it</p>	<p>The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings. Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

			a habit to let the students utilize more core hospitality books to maximize their utilization.		
6	<p>Enhancing the Marketability of Puerto del Mar: Strategies for Promoting it as a Premier Ecotourism Destination by Caesarine S. Laguardia Violeta A. Neri Shane P. Fornis Joy Frances S. Faniega</p>	<p>The environmental scanning of Puerto Del Mar as an ecotourism destination reveals a very high level of recognition of its internal strengths, particularly in the areas of facilities and market reputation. This implies that the destination possesses strong internal assets that effectively support its marketability. On the other hand, the scanning also indicates a very high awareness of internal weaknesses, pointing to pressing concerns such as operational inefficiencies, guest dissatisfaction, and sustainability gaps that must be urgently addressed to maintain competitiveness.</p> <p>Furthermore, external opportunities for Puerto Del Mar are also perceived to be very high, with notable potential seen in emerging markets, strategic partnerships, and technological advancements. These findings suggest that the external environment is favorable for growth and expansion. However, the scanning also highlights very high levels of perceived external threats, underscoring the importance of proactively addressing competition, regulatory shifts, and environmental risks to ensure long-term sustainability.</p>	<p>Firstly, the PDM Administration is encouraged to continue enhancing its facilities and services to maintain its internal strengths. Simultaneously, the Hospitality and Business Departments both from JBLCF_Bacolor and JBLFMU-Molo should integrate PDM's success into their case studies and strategy lessons. This academic integration helps students grasp real-world applications of ecotourism management and effective brand positioning.</p> <p>To address internal weaknesses, the PDM Administration should implement regular audits and strengthen staff training programs. The Hospitality students, under faculty supervision, can contribute by developing service improvement plans, while the Business faculty should guide students in crafting projects focused on operational efficiency. These efforts support continuous quality enhancement and sustainability.</p> <p>For seizing external opportunities, the PDM Administration is advised to pursue strategic partnerships and adopt digital innovations. The Hospitality students can explore partnership strategies, while the Business faculty leads research on emerging technological trends. This collaboration will help PDM expand its market reach and strengthen its</p>	<p>The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

			capacity for innovation.		
7	Optimizing Comfort, Safety, and Operational Efficiency: An Ergonomic Assessment of the MV Capt. John B. Lacson's Hotel-Side Operations by Febe Rose Libe-Torres Violeta A. Neri Shane P. Fornis Sylvino V. Tupas	c/o JBLCF-Bacolod	c/o JBLCF-Bacolod	c/o JBLCF-Bacolod	c/o JBLCF-Bacolod
8	Factors Influencing Food Choices of Mothers: A Study in Barangay Trapiche, Oton, Iloilo by Melalyn M. Servento	This study reveals that mothers in Barangay Trapiche, Oton, Iloilo face significant socio-economic constraints that profoundly influence their household food choices. A large majority are non-working, have a high school education or less, and live on incomes below P8,000 per month, often supporting larger families. These factors compel mothers to prioritize affordability and satiety, leading to a heavy reliance on cost-effective staples like rice and fish. While traditional vegetable dishes like laswa are popular, the overall dietary variety, particularly in fruits and other vegetables, is limited. Coffee remains a staple beverage throughout the day, and while it plays a role in routine and energy, its dominance - along with occasional soda consumption - indicates a lack of access to or preference for more nutrient-rich beverages like milk or fruit-based alternatives.	1. Implement Practical Nutrition Education Programs The Barangay Trapiche and Oton LGU should organize culturally sensitive and budget-conscious nutrition education workshops. These should include cooking demonstrations featuring affordable and locally available ingredients to help mothers maximize nutrition within their means. 2. Promote Household Participation in Good Nutrition Advocacy Encourage every household, particularly mothers, to actively participate in community nutrition campaigns. These should emphasize the importance of dietary diversity and promote the inclusion of a wider range of fruits and vegetables beyond the common choices like bananas and laswa, especially seasonal and low-cost options. 3. Support Livelihood and Food Access Programs The municipal government should enhance existing nutrition programs by introducing seminars on food preservation techniques to extend the shelf life of fresh produce. Additionally, the establishment of backyard and community gardens should be supported to increase access to fresh, diverse, and affordable vegetables and fruits while reducing reliance on	The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings	Communication dated September 30, 2025, to the dean regarding the action to be taken.

			market-bought food.		
9	<p>Students' Wellness: Gearing Up for a Healthy Lifestyle</p> <p>by Angeli N. Sebastian Ellen D. Nolasco Camila Jill R. Belandres</p>	<p>The College of Business and Management (CBM) students demonstrates a generally "Very Good" status in both physical activity and nutrition practices. Male students tend to report higher levels of physical activity and better nutrition practices than females, indicating gender disparities in wellness behaviors. Wellness practices are consistent across different degree programs, with no significant variation among them.</p>	<p>Sustain and Enhance Physical Education Programs. Continue to integrate high-quality physical education programs such as Pathfit courses that promote not only physical health but also cognitive and motivational competencies. Emphasize PE as a cornerstone in holistic education, nurturing multiple facets of student development.</p>	<p>The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>
10	<p>Exploring the Correlation among Unicorn Companies, The Global Innovation Index 2024, and the Size of the Economy of their Countries of Origin</p> <p>by Louise May M. Lim Angeli N. Sebastian</p>	<p>The concentration of unicorn in a few countries underscores the importance of supportive ecosystems-access to capital, talent, and markets- in fostering high-growth startups. The rise of unicorns in emerging markets suggests a gradual shift toward a more multipolar mega-unicorns in the US and China, often valued at tens or even hundreds of billions, highlights the potential for startups to achieve scale and impact at unprecedented levels.</p>	<p>1. Strengthen Entrepreneurial Ecosystems within the Institution. Develop robust innovation labs and incubators that provide resources, mentorship, and networking opportunities for startups, inspired by leading US universities like Stanford and Harvard, which have produced hundreds of unicorns through strong entrepreneurial cultures and alumni networks. Embed social responsibility and sustainability into entrepreneurship curricula, preparing startups to create scalable impact consistent with emerging global innovation trends.</p>	<p>The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>
11	<p>Program Outcomes and Students' Academic Performance</p> <p>by Angeli N. Sebastian Jolly F. Sebastian</p>	<p>Students as consumers of education are motivated by the quality and relevance of their graduate outcomes. The high perceived attainment of core business and management competencies</p>	<p>1. The university should maintain current strengths in outcome attainment by continuing to employ active, student-centered, and industry-relevant pedagogies. Regularly review and update outcome measurement tools</p>	<p>The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings</p>	<p>Communication dated September 30, 2025, to the dean regarding the action to be taken.</p>

		<p>among students at this maritime university (Tables 2 & 4) reflects this motivation and underscores the importance of aligning educational delivery with clear, meaningful outcomes. As Zaki et al. (2023) highlight, effective quality control in higher education can be achieved by systematically mapping course learning outcomes to broader program learning outcomes. This institution's standardized and consistent achievement across gender and degree programs (Tables 5 & 6), suggests robust curriculum alignment, which is fundamental to ensuring outcome-based education (Rajak & Tripathi, 2019). Such mapping ensure students achieve the attainments expected at each course milestone, cumulatively leading to program-level competencies.</p>	<p>incorporate both self-assessment and objective/skills-based assessment for a more holistic view of abilities.</p> <p>2. The academic heads may investigate underlying reasons for the significant differences in GWA, especially the lower and more varied performance in BS Customs Administration, through qualitative feedback, faculty review, and curriculum mapping. Provide targeted academic support (e.g., tutoring, mentoring, enrichment activities) for programs or student groups with lower GWA. Consider reviewing or reforming curriculum structure, workload balance, or student support services within lower-performing programs. Although outcome attainment is equitable across genders, the higher academic performance among female students suggests the need to explore learning styles, classroom engagement, and barriers for male students through survey and focus group research. Implement strategies to boost academic motivation and engagement among male students, potentially through mentorship programs or active learning interventions. Develop or refine assessment methods to better align academic grading systems with outcome-based competencies, potentially incorporating authentic tasks, performance-based assessments, and industry simulation. Offer faculty development on</p>		
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			effective ways to integrate outcome achievement measures into assessment and grading.		
12	Graduate Attributes and Core Values Internalized by Students by Angeli N. Sebastian Jolly F. Sebastian	Consistently High Internalization: Both male and female students exhibit "Very High" internalization of all graduate attributes and core values, reflecting the university's strong emphasis on holistic development. Female students consistently reported higher mean scores than male students across most attributes and values, particularly in lifelong learning, ethical and social responsibility, integrity, perseverance, loyalty, excellence, godliness, and equity. This suggests that female students may be more attuned to or place greater importance on these attributes and values. The attribute of discipline shows equal internalization between genders, indicating a shared value across the student body.	1. Strengthen Integration of Core Values into Curriculum and Pedagogy. Embed Core Values in Learning Outcomes and Assessments. Following Spronken-Smith et al. (2016), the university should continue curriculum mapping to ensure alignment between the I-PLE DGE core values and graduate attributes with specific learning outcomes and assessment tasks. This will help students internalize values like Integrity, Perseverance, and Excellence through measurable academic activities. Use Signature Pedagogies and High-Impact Educational Practices. Incorporate teaching methods and learning experiences that actively promote core values and graduate attributes, such as case studies emphasizing ethical dilemmas, community engagement projects, and reflective journaling on godliness and equity (Spronken-Smith et al., 2016).	The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings	Communication dated September 30, 2025, to the dean regarding the action to be taken.
13	Discovering South Korea: Maritime University BSTM 3 Students' Insights from International Educational Tour by Louisie May M. Lim Angeli N. Sebastian Amabelle T. Agregado Weezie Kay O. Manucan	The educational tour to South Korea provided Maritime University BSTM 3 students with a profound and multifaceted learning experience that extended beyond traditional classroom boundaries. Motivated by a combination of cultural curiosity, professional aspirations, and a desire for personal growth, the students embarked on the tour with	Incorporate More Experiential and International Learning Opportunities in the Curriculum. To build on students' strong motivation for cultural exploration and professional growth, the university should increase the frequency and variety of educational tours and exchange programs. These experiences provide invaluable real-world learning that strengthens both academic knowledge and practical skills.	The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings	Communication dated October 29, 2025, to the dean regarding the action to be taken. 

		<p>high expectations of immersive cultural exposure and practical learning opportunities. Their first-hand experiences - ranging from engaging with Korea's rich traditions to observing its innovative tourism and education sectors - significantly broadened their cultural awareness and enhanced their real-world understanding of the industry.</p>	<p>especially in tourism and maritime education. Design Tours with Clear Alignment to Student Expectations and Learning Objectives. Educational tours should be carefully planned to match students' anticipations for cultural immersion, professional insights, and personal development. Including activities that balance exposure to tradition and modernity, alongside hands-on tasks related to tourism operations and communication, will maximize learning outcomes. Provide Pre-Tour Orientation Focused on Cultural Sensitivity and Practical Preparation. Preparing students with background knowledge about the destination's culture, customs, and language basics will enhance their engagement and adaptability during the tour. This also supports their ability to communicate effectively and navigate unfamiliar environments confidently.</p>		
14	<p>Analysis of Unicorn Companies of the World in 2020-2024 by Lousie May M. Lim Angeli N. Sebastian</p>	<p>The period from 2020 to 2024 has witnessed a remarkable expansion in the global unicorn landscape, reflecting broader shifts in innovation ecosystems and entrepreneurial dynamics. The United States solidifies its position as the leading unicorn hub with sustained growth from 471 to 653 unicorns, underpinned by a mature startup ecosystem, deep capital markets, and advanced innovation infrastructure. China and India,</p>	<p>1. Integrate Innovation and Technology in Curriculum. Embed FinTech, and AI modules in business and maritime programs, reflecting their dominance in unicorn growth industries. Develop specialized courses on digital transformation, AI applications in maritime operations and logistics to prepare students for future-ready career paths. Encourage cross-disciplinary innovation projects combining business management, technology, and maritime logistics. 2. Strengthen</p>	<p>The results of the study were submitted to the Dean of CBM and requested to discuss the results during their departmental meetings</p>	<p>Communication dated October 29, 2025, to the dean regarding the action to be taken.</p>

		<p>alongside the UK and Germany, represent emerging and evolving centers of unicorn activity, driven by strategic investments in innovation and technology adoption.</p> <p>The growth in unicorn companies is strongly linked to sectors prioritizing technological innovation, notably Financial Technology (FinTech), Software-as-a-Service (SaaS), Artificial Intelligence (AI), and E-commerce. The surge in AI unicorns (from 24 to 115 between 2020 and 2024) highlights the transformative impact of AI technologies on global entrepreneurship.</p> <p>Global Innovation Index (GII) scores over the same period parallel unicorn trends, with high-innovation countries tending to have greater numbers of unicorns.</p>	<p>Research and Collaboration on Innovation. Promote faculty research on innovation ecosystems, investment climates, and the regulatory impacts on startup creation, especially in emerging markets.</p> <p>3. Develop Programs Reflecting Global Unicorn Trends and Maritime Industry Needs</p> <p>Offer executive education and professional development programs tailored to fintech, and clean tech sectors influencing global markets. Introduce maritime-specific innovation subjects like smart ports, green shipping technology, and sustainable cleantech solutions.</p> <p>Provide case studies and business simulations highlighting unicorn success stories and innovation policies from leading countries like the US, China, India, and Singapore.</p>		
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Attested by:



ENGR. ROLANDO A. ALIMEN
 Research Coordinator