





**John B. Lacson Foundation Maritime University (Arevalo), Inc.**  
Sto. Niño Sur, Arevalo, Iloilo City

**Research Utilization**  
SY: 2023-2024

Title of the Study & Authors	Findings	Recommendations	Department Responsible	Action to Take	Results/Impact/Evidence
<p>1. The Use of Institutional Development and Innovation Grant (IDIG) E-module to Improve the Students' Academic Performance in Deckwatch 1</p> <p>Norman F. Daliva, Analyn V. Tacardon, and 2/M Rene O. Fullon</p>	<p>The study showed that the IDIG e-module taught using the John B. Lacson Foundation Maritime University Learning Management System (JeLMS) as a learning mode is only 76% effective, according to Coe (2002), in terms of improving students' performance in Deckwatch 1. It has an intermediate effect or under the zone of desired effects, according to Cohen (1988), as cited by Lenhard and Lenhard (2016). Therefore, the developed e-module can be used among BSMT students.</p>	<p>The IDIG e-module developed can be used as online learning material for the course Deckwatch1 to improve the competencies of BSMT students. This can be further revisited by e-learning course developers and Deckwatch 1 instructors to ensure the face value, effectiveness and suitability of the contents to the competencies needed to be enhanced among BSMT students.</p>	<p>BSMT</p>	<p>To continue using the e-module for Deckwatch course</p>	<p>Use of e-module</p> 

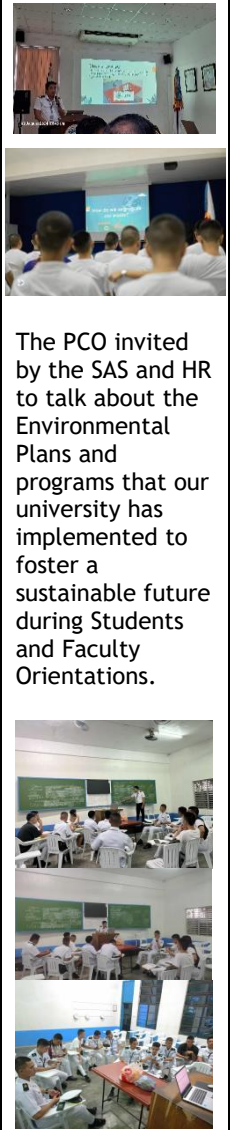
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<p>2. Hazards Confronting Children in Street Situations in Iloilo City</p> <p>Shirley G. Hampac, D.R. Dev.</p>	<p>Majority of the respondents were males, in elementary grades, but were school dropouts. Most of the respondents still stayed with their families, but a few lived in the street. Many were from Jaro, City Proper, and Molo districts. Hazards confronting them are scratches, cuts, and sprains. They also identified sexual hazards confronting them like sexual risk behavior, sexual harassment, and rape, while the health hazards were pollution, bad weather, and violence. They were in the street purposely for caroling, being neglected and abandoned by their parents, and without family to live with. To evade hazards, they became cautious in dealing with peers and stayed at home and in the right and safe place. The respondents quit school because of a loss of motivation and the family's insufficient resources. Because of parental deaths, as a "stow away" and being abandoned by their parents, some were not living with their families.</p>	<p>For recommendations, the government's advocacy for children's return to school needs to be strengthened, police visibility be intensified and to involve the Iloilo City Task Force on Street Children for children's educational assistance and support.</p>	<p>CES</p>	<p>The CES Officer will give copies to Iloilo City Task Force on Street Children, and other concerned agencies working on the children's welfare as bases for policymaking and to solicit their plans and actions for implementation.</p>	<p>A copy was forwarded to the Iloilo City Task Force on Street Children.</p> <p>Impact to the children: Additional number of children were given educational assistance program.</p> <p>The research was also presented during the SWDL-Net Meeting.</p> <p>Impact to the DSWD: DSWD recommended to the SWDL-Net the undertaking of additional studies on children.</p>



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<p>3. Level of Effectiveness on JeLMS from the Perspectives of the Faculty and Students in the Marine Transportation Department</p> <p>Ma. Lona T. Torrigue, Ph.D. and 2/M Benedicto O. Morit</p>	<p>The results revealed that the use of JeLMS from the perspectives of Professional instructors is highly effective which is interpreted as fully functional with more frequently experienced minor problems or issues. The level of effectiveness on the use of JeLMS from the perspectives of BSMT faculty in terms of technological capability is very good which is interpreted as capable but occasionally need some technical assistance. The level of effectiveness on the use of JeLMS from the perspectives of BSMT faculty in terms of quality of outputs is very satisfactory which is interpreted as outputs- partially meets the standard described in the item. The use of JeLMS from the perspectives of students in terms of course content/materials is described as highly effective which is interpreted as fully functional with more frequent experienced minor problems or issues. The level of effectiveness on the use of JeLMS from the perspectives of BSMT students in</p>	<p>It is recommended to the institution to use JeLMS platform in the classrooms as long as the following conditions will be met so that both the faculty and students will maximize the effectiveness on the use of JeLMS.</p>	<p>BSMT</p>	<p>To conduct diagnostic test in all maritime program course in order to really ensure the effectiveness of the JeLMS and the need to continue using it.</p>	<p>JeLMS is being utilized by the BSMT Dept.</p>   

	<p>terms of technological capability described as very good which is interpreted as capable but occasionally need some technical assistance. The level of effectiveness on the use of JeLMS from the perspectives of students in terms of quality of modules is described as very satisfactory which means that the modules are well-prepared and written and meet most of the standards described in the item but needs to be further reviewed and edited. The t-test of independent samples result showed that, there was no significant difference in the effectiveness on the use of JeLMS from the perspectives of faculty and students in terms of course content/materials. This means that the effectiveness on the use of JeLMS from the perspectives of faculty and students in terms of course content/materials is the same. In addition, there were no significant differences in the effectiveness on the use of JeLMS from the perspectives of Professional and General Education faculty in terms of course content/materials, technological</p>				
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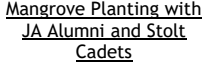
	<p>capabilities and quality of outputs. One-way ANOVA showed that, there were significant differences in the effectiveness on the use of JeLMS from the perspectives of students in terms of course content/materials, technological capability, and quality of module. The following themes were developed from respondents' suggestions and inputs to improve the level of effectiveness of JeLMS from the perspective of both students and instructors: organizing the content of lessons, the manner of presenting the lessons and platform system improvement, programs and platforms, exploring and discovering technology, and honing technical skills.</p>				
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			<p>Pollution Control Officer (PCO)</p>	<p>Pollution control officer should enforce regulations and educate the school community to minimize pollution.</p>	 <p>The PCO invited by the SAS and HR to talk about the Environmental Plans and programs that our university has implemented to foster a sustainable future during Students and Faculty Orientations.</p> <p>The PCO formed a Students' Environmental Committee. They are a dedicated group of students committed to promoting environmental sustainability and awareness within our school community.</p>
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				<p>To handle waste responsibly, The University should provide sufficient and standard trashcans.</p>	<p>The University purchased the 30 Units of Trashcans.</p>   <p>Trashcans was installed and arranged by the Student's Environmental Committee members based on the University Garbage Plan.</p>
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<p>5. Alumni Tracer, Employability, and their Level of Satisfaction to the Services of a Maritime University</p> <p>Catherine T. Maquerme, Ph.D. and Brian Gil S. Sarinas, Ph.D.</p>	<p>Results showed that 154 or 50% of the alumni respondents had Completed Classroom Instruction (CCI). The alumni respondents were divided into five groups based on the years they graduated: 1986 and below, 1987 to 1995, 1996 to 2004, 2005 to 2013, and 2014 to 2022. The alumni respondents with the highest percentage graduated from 2014 to 2022. Furthermore, the results revealed that the majority of alumni respondents who stated their vessel type worked onboard bulk carriers, accounting for 123 or 40 % of all alumni respondents. Marlow Navigation was the most popular shipping company among the alumni. Furthermore, the alumni's employment rate was very high, as almost a hundred percent were engaged in job related to or unrelated to the course. Likewise, the data analysis found that the alumni satisfaction level was high, indicating that the alumni are extremely pleased with JBLFMU (Arevalo), Inc.</p>	<p>It is recommended to monitor the graduates' employment status. Future researchers should make use of the technology to reach out to the graduates. Furthermore, the institution may continue to exert efforts in improving its services to serve the students and the alumni better. Lastly, Alumni Office may create engaging programs using social media platforms to reach out to the alumni.</p>	<p>Alumni Coordinator</p>	<p>Continue posting alumni achievements and activities in the alumni page and group.</p> <p>Sustain alumni support by addressing queries through various GCs.</p> <p>Continue facilitating alumni requests channelled through these GCs and ensure compliance the soonest possible time.</p> <p>Encourage more alumni involvement in the Association's activities (community outreach and project fund drive) by posting updates in Fb groups and page.</p>	<p><b>ALUMNI ACHIEVEMENTS</b></p>  <p><b>ALUMNI INVOLVEMENT</b></p>  <p><b>CEO with JA Alumni/Veritas Officers</b></p>  <p><b>Mangrove Planting with JA Alumni and Stolt Cadets</b></p> 

contribution. The respondents' suggestions and inputs to improve the quality of graduates were: more practical/physical assessment, better equipment, academic standard and quality education, discipline, teacher's motivation, student's motivation to learn, and internet access. Their suggestions to improve the alumni services were: give importance to alumni, be attentive to alumni needs, reach out to alumni, create active alumni programs, social media page for alumni and easier processing of documents.

**ALUMNI ACTIVITIES**

8:58 41% of 64%

IMA/J... Like Comment Send

**Louella Buenafe Bernas** Admin Jul 15, 2023



Friendship Game... more

**Friendship Game: Alumni vs JA Faculty**

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**Louella Buenafe Bernas** Admin Jul 13, 2023

**Jblfmu Ima AlumniAss...** is with **Alfred Espinosa** and **3 others** Jul 13, 2023

Alumni Officers Meeting for the Big Project of the Alumni Association Coming Soon. God speed ... See more



**JBLF / IMA Alumni Association Meeting**

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8:45 41% of 67%

IMA/J... Like Comment Send

**Louella Buenafe Bernas** Admin Jun 5

Thank you for your help



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**ALUMNI FUND DRIVE**



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<p>7. I-pledge: Application and Life Integration Among Stakeholders</p> <p>Ms. Jeelyn L. Latoza</p>	<p>The results of this study displayed that “loyalty” is the most applied core value, while “discipline” is the least applied core value. Based on students’ responses on how they integrate IPLEDGE into their daily life, it appears that they integrate core values through practice and actions, being a good example to others, decision-making, daily conversation, and following school rules and regulations. Among employees, they integrate core values in their daily lives by expressing themselves through actions, constant practice, and making values as their guiding principle.</p>	<p>It is suggested that stakeholders must uphold and practice these core values in their daily activities and to the university to provide opportunities for the academic community to live up these values.</p>	SHS	Integrate the core values in all subject areas through the curriculum map and daily lesson log	<p>Core Values are included in the SHS Curriculum Map</p> <p>Please see sample curriculum map below:</p> 
			HR	Integrate the core values in employees’ activities	Conducted on November 22, 2023 at the JBL Hall
			GS	I-pledge Activities for the adopted barangay	Conducted last December 2023 specifically in Godliness. Meanwhile, Excellence is always embedded in the curriculum and research endeavors.
			BSMT	Inculcate core values during Flag Ceremony	
			BS Crim	Integrate the core values in line with the course: Ethics and Professional Conduct and Ethical Standards for Law Enforcement Officers	Core values are included in the BS Criminology Curriculum.

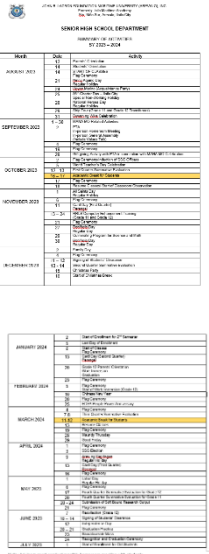

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<p>8. Employees' Level of Professional Commitment Through Job Engagement</p> <p>Ms. Christine May A. Sabido</p>	<p>Results revealed that employees' level of professional commitment through job engagement was very high. This means that employees show the unique personalities of workers who are highly committed to their jobs. When classified according to employee category, the results showed that General Education Faculty, Professional Education Faculty, and Staff considered themselves highly committed to work, while the Senior High School Faculty and BS Criminology Faculty reflected as committed to work. Moreover, there was a significant difference in the level of professional commitment through job engagement when classified according to the employee category. This means that the professional commitment among employees varies from each other, maybe because it is attributed to their type of work. Post hoc results revealed that SHS Faculty and BS Criminology Faculty have the same level of engagement, just like how the General Education</p>	<p>It is recommended that the school may provide support and guidance on establishing a link between the organizational behavior to keep on improving the loyalty, job security, personality, intelligence, and mental health stability of employees towards the overall growth and improvement of the institution.</p>	<p>HR</p>	<p>Provide activities that will sustain employee engagement among employees.</p>	<p>Conducted Teambuilding and Socialization Activities on June 6-8, 2024 at Boracay, Aklan</p> 










	<p>Faculty, Professional Education Faculty, and Staff have the same level of engagement with each other. This only shows that SHS Faculty and Criminology Faculty significantly differ from General Education Faculty, Professional Education Faculty, and Staff.</p>				
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			BS Crim	Ensure that all Professional Course instructors are qualified per CMO No.5, s. 2018 for more effective and efficient delivery of instructions and learning outcomes.	Endorse to HR all faculty to attend seminars/ training relative to Enhance Program on Educational Services
<b>Title of the Study &amp; Authors</b>	<b>Findings</b>	<b>Recommendations</b>	<b>Department Responsible</b>	<b>Action to Take</b>	<b>Results/Impact/ Evidence</b>



<p>10. Factors Affecting the Academic Stress and Coping Mechanisms of Maritime Female Cadets: Basis for Actions to Enhance Wellness</p> <p>3/M Arle G. Gargaliano</p>	<p>The results revealed that the top three factors that bring academic stress of maritime female cadets when taken as an entire group were work responsibilities outside the school and burnout, next was anxiety, and the last was academic responsibilities. When classified according to academic program, the top one factor that bring academic stress of SHS female cadets were academic responsibilities (quizzes, exams, assignments, modules, projects, etc.); research responsibilities; work responsibilities outside the school; anxiety; burnout, and physical health. While the top one factor that bring academic stress of Criminology female cadets were finances or debt, exams, assignments, modules, projects, etc.); burnout; physical health; and mental. In addition, the top one factor that bring academic stress of BSMT female cadets was anxiety.</p>	<p>Thus, it is recommended that the school may utilize the proposed actions to enhance the wellness of maritime female cadets that can help them cope in the different forms of academic stress while they are enrolled in the institution.</p>	<p>SHS</p> <p>Student Affairs Services</p> <p>BS Crim</p>	<p>Support related activities of the WIMAPHIL</p> <p>Provide academic breaks in the Department</p> <p>A mental health program called as Wednesday Circle was created to provide an avenue for students to air out pent-up emotions, however, very few attended the activity as it is done after class sessions.</p> <p>Require female students to participate in a mental health program and wellness activities initiated by the University.</p>	<p>Academic breaks included in the summary of activities</p>   <p>Attendance to students' sports activity</p>
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<p>11. Students' Level of Resilience Quotient: Basis for Development of an Enhancement Program</p> <p>Ms. Deverly F. Sinorio</p>	<p>Results revealed that majority of the students agreed on "I know what's important to me in my life" which means that the students of JBLFMU (Arevalo), Inc. know their roles and responsibilities. Regardless of students' experiences towards academic requirements, family, and personal problems they have still obtained a high level of resilience. This means that students were optimistic, focused to solutions, always think of individual accountability, open and flexible, and always manages stress and anxiety. Moreover, it also reveals that there was no significant difference in the students' resilience quotient when classified according to program. This means that the resilience quotient of all students was the same regardless of the program. Lastly, a "psychosocial activities" enhancement program was developed to strengthen the resilience of students to be more prepared, strong and productive individuals.</p>	<p>In light of these, the following are highly recommended: (1) The parents are suggested to play a vital role in respecting and supporting their child's decision and perceptions, (2) Students are highly encouraged to know first their priorities in life, (3) Students are encouraged not to neglect their social life in maintaining and expanding their social circle, (4) Advisers may conduct a psychosocial activity on strengthening students' performance and resilience, and (5) The school may add an organizations or clubs for students to have a place to distress and free from academic requirements.</p>	<p>SHS</p>	<p>Active involvement of the SHS - PTA to school programs</p> <p>Provide academic breaks in the Department</p> <p>Support related activities that develop students' social life like acquaintance party, etc.</p> <p>The Peer Facilitator's</p>	<p>Parents' involvement in school programs</p>      <p>Provided extracurricular activities to students</p>    
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			Student Affairs Services	<p>Circle has been revived to allow students the opportunity of sharing their concerns to a peer student.</p> <p>There are 23 registered clubs and organizations for SY 2023-2024 that students may join.</p>	
			BS Crim	<p>Active participation of Criminology students in school programs/activities and clubs/organizations</p>	<p>Crim. students joined the SEC and other organizations.</p>

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<p>12. Student Engagement: Basis for the Development of an Enhancement Program</p> <p>Ms. Cristine T. Ruiz</p>	<p>The findings revealed high levels of engagement among the students in both academic and extra-curricular or community activities. These results indicate a positive learning environment where students actively participate in their academic studies and engage in activities beyond the classroom. There were no significant differences observed in the students' engagement on both academic endeavors and on extra-curricular or community activities. Furthermore, based on the identified gaps in the students' engagement levels, an enhancement program was designed to foster continuous commitment among students towards both academic and extra-curricular engagement. The program aims to address these gaps and create an environment that encourages and sustains students' active involvement in both academic pursuits and extra-curricular activities. This study emphasized the significance of student engagement for effective</p>	<p>Future research can explore strategies employed by the institution and compare engagement levels across different educational institutions.</p>	<p>SHS</p> <p>Student Affairs Services</p>	<p>Monitor students' engagement in both academic and non-academic activities</p> <p>Provide innovative and engaging programs that incorporate both academic and non-academic skills</p> <p>The SAC Office has recorded and implemented a lot of activities on engagement of students in competitions, contests and award giving bodies</p> <p>The activities being sponsored /implemented by the Student Executive Council provided opportunity where the students could involve or engaged themselves and be committed to their studies and extracurricular activities.</p>	<p>Students' academic and non-academic engagements are well-acknowledged during recognition and graduation programs.</p>  <p>Some photos on students engagement in competitions as found in the Annual Student Activity Coordinator's report submitted to the Administrator</p>  

	<p>learning and provides insights for JBLFMU (Arevalo), Inc. and other stakeholders to enhance educational outcomes. Moreover, these findings highlight the importance of fostering and supporting student engagement to improve learning outcomes.</p>		BS Crim	Encourage Criminology students to engage both in academic and non-academic activities	Some students are involved with SEC-sponsored activities
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<p>13. The Use of Worksheet to Improve the Learning Performance of Grade 12 Learners in General Physics 2</p> <p>Ms. Charmaine S. Nemiz</p>	<p>The results revealed that before using the worksheets, the learners had a poor understanding of the concepts of General Physics 2. After the intervention using the worksheets, the experimental group's learning performance was good and the control group's learning performance was still poor. Before the intervention, it showed that the pretest mean score performances between experimental and control groups had no significant difference. After the intervention, it showed that the posttest mean score performances between the experimental and control groups had a significant difference. Comparing within groups, the pretest and posttest mean score performance of the experimental group showed significant difference, while there was no significant difference for the control group. Moreover, the posttest mean score performance gained higher mean gain scores than the pretest mean score performance. The mean gains of two</p>	<p>It is recommended to apply different teaching strategies to make them learn faster and comprehend the lesson better.</p>	<p>SHS</p>	<p>Utilize worksheets in the delivery of instruction</p> <p>Classroom observation in the delivery of instruction</p> <p>Monitor students' academic status in the subject</p>	<ul style="list-style-type: none"> <li>- Use of worksheets in the delivery of instruction is maximized</li> <li>- Worksheet samples available upon request</li> <li>- Classroom observation is done every semester.</li> <li>- Classroom observation form available upon request</li> <li>- Students' academic status is well monitored through subject teachers.</li> <li>- Students' academic performance status available upon request</li> </ul>

	<p>groups also showed a significant difference. Overall, the intervention had an intermediate effect. Moreover, the survey showed that the learners' feedback were problem-solving, comprehension, and teacher factor.</p>				
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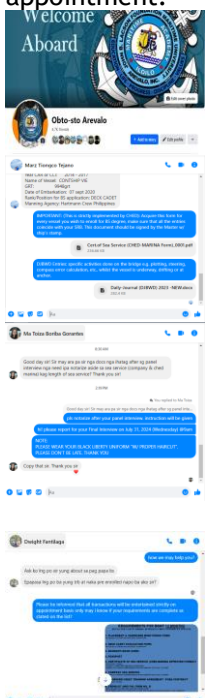


	<p>NAV 2 and NAV 7 compared to traditional method. These results confirm how effective the PBL approach as a teaching style in all identified courses.</p>				
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<p>15. Lacsonian Students' Graduate Attributes: Basis for the Development of an Enhancement Program</p> <p>Mr. Stephen B. Bajande</p>	<p>The results indicated that Lacsonian students often applied their graduate attributes in many situations. Findings also showed that there was a significant difference in the Lacsonian students' graduate attributes when classified according to program.</p>	<p>The proposed program intervention seeks to enhance these attributes, with a particular emphasis on bolstering weaker aspects such as technical competence and effective communication skills. Subsequently, a survey is propounded to evaluate the effectiveness of the program intervention. This study opens additional research possibilities, including conducting a qualitative investigation using observations and interviews for an alternative approach. Then, an experimental study can be undertaken to compare the effectiveness of the intervention program outlined in this study with other potential strategies.</p>	<p>SHS</p> <p>GS</p> <p>BSMT</p> <p>BS Crim</p>	<p>Conduct enhancement training through the RRLS Academy</p> <p>Research conducted by graduate students</p> <p>Student are exposed to AAO assessment and the use of simulator to increase their technical competence</p> <p>Conduct enhancement training</p>	<p>Conducted annual RRLS Training last November 7 - 17, 2023</p> <p>A Dissertation was conducted by Dr. Bedia for SY: 2023-2024</p>     <p>Third Year Crim. students underwent Basic Training Course for 2<sup>nd</sup> Sem., SY 2023-2024</p>

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<p>16. Exploring Insights, Challenges, and Strategies of Senior High School Teachers on Face-to-Face and Blended Learning Modalities in the Context of Maritime Education and Training</p> <p>Mr. Elthon P. de la Cruz</p>	<p>The perspectives, challenges, and strategies of SHS teachers in face-to-face and blended learning for MET vary based on the specific modalities. Participants emphasized convenience and effectiveness in lesson delivery for both modes, while facing difficulties in classroom management and learning environments. They manage these challenges through communication and consistency.</p>	<p>Further research could be conducted by researchers to explore suitable learning modalities for maritime institutions.</p>	<p>SHS</p>	<p>Implement blended learning for SY 2023 - 2024; online classes may be done when situations require so</p> <p>Monitor challenges, strategies and provide solutions in the delivery of instruction</p>	<p>Implemented blended learning when situations require so. During the suspension of in-person classes because of the heat index, SHS implemented blended learning. JeL is utilized to continue the delivery of instruction.</p>



			<p>every end of school year.</p> <p>Send library personnel to attend any library related trainings and seminars.</p>	<p>OBTO</p> <p>Active in answering queries thru Facebook Messenger, email and phone calls. Online appointment carried out to students who wish to secure slot for the evaluation of the documents for BS degree processing.</p>	<p>Online Library Survey conducted last school year and we have also a printed copies of the survey</p>  <p>List of seminars attended by the library personnel</p> <p>Ease to students who wish to inquire requirements, processes and secure slots for their B.S. degree application and any relevant transactions to onboard training. Nevertheless, walk-in participants are entertained subsequently to students who secured an online appointment.</p> 
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			Registrar	Continue the use of JeSIS as an online platform for the enrolment system. Conduct monitoring and evaluation to determine the efficiency of the enrolment program to be used to ensure stakeholders' satisfaction.	A low turnover of 1% from the enrolment was achieved from the usual 5% turnover rate during the 2nd semester of AY 2023-24.
			Student Affairs Services	Conduct Administrator's Forum	This activity is a great avenue to have collaborative conversations and meaningful actions with the Administrator for the betterment of our institution.


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<p>18. Users' Evaluation on the Effectiveness of the John B. Lacson Foundation Maritime University E-Learning Management System (JeLMS)</p> <p>2/M Abcede A. Bangalisan II</p>	<p>Results revealed that the level of effectiveness on the use of JeLMS from the perspectives of faculty, for course content/materials, the grand mean was moderately effective which means it is fully functional with occasional major and more frequent minor problems/issues. For technological capability, it was described as very good, which means they are capable but occasionally need some technical assistance. While for quality of outputs, it was described as very satisfactory, which means that students' output partially meets the standard described in the item. For the students, the level of effectiveness for course content/materials was described as highly effective, which means it is fully functional with more frequently experienced minor problems/issues. For technological capability, it was described as very good, which means they are capable but occasionally need some technical assistance. While for quality of modules, it was</p>	<p>The researcher recommend another follow-up study to include respondents from other units utilizing the JeLMS to further validate the results.</p>	SHS	<p>Continue the use of JeL as one of the online platforms in the delivery of instruction</p> <p>Monitor regularly the content of the JeL per subject</p> <p>Conduct regular evaluation of the online platform</p>	<p>Utilization of JeL in the delivery of instruction</p>  <p>Semestral Evaluation of JeL</p> <p>Evaluation of Online Course form available upon request</p>
			BS Crim	<p>Continue the use of JeL as one of the online platforms in the delivery of instruction.</p>	<p>Utilization of JeL in the delivery of instruction</p>

	<p>described as very satisfactory, which means that the modules are well-prepared and written and meets most of the standards described in the item but needs to be further reviewed and edited. Results further revealed that there was a significant difference in the effectiveness on the use of JeLMS from the perspective of faculty and students of SHS department in terms of course content/materials while the result for faculty and students of BS Crim department revealed otherwise. In general, there was a significant difference in the effectiveness on the use of JeLMS from the perspective of faculty and students in terms of course content/materials. It was also noted that there was a significant difference in the effectiveness on the use of JeLMS from the perspective of faculty of SHS and BS Crim departments in terms of course content/materials, except for technological capability and quality of outputs which revealed otherwise, and, for students, it was marked that there were no significant</p>				
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	<p>differences in the effectiveness on the use of JeLMS. Additionally, the outcome also showed that there were significant differences in the effectiveness on the use of JeLMS from the perspective of all students in terms of course content/materials and technological capability, while there is none for the quality of modules. The feedback of the faculty and students were classified according to themes. For faculty, the specific problems and difficulties encountered on using the JeLMS were errors and limitations of JeLMS and downtime of server and connection issues. For students, technological knowledge and skills they cannot perform were challenges in creating or editing of visual image, having basic technological knowledge in computer, difficulties in using Microsoft excel, Microsoft word, powerpoint, and other applications, and confidence in utilizing the platform. The students' recommendations to improve the modules uploaded</p>				
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	<p>in JeLMS were to have more emphasis on topics for quality education, stable connection for ease of access, improving appearance and lay out of JeLMS, satisfaction in the way JeLMS is presented and its content, and sustainability during synchronized utilization.</p>				
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Title of the Study & Authors	Findings	Recommendations	Department Responsible	Action to Take	Results/Impact/ Evidence
<p>19. Employees' Level of Resilience Quotient: Basis for Development of an Enhancement Program</p> <p>Cristy H. Cangrejo, DMBA and Brian Gil S. Sarinas, Ph.D.</p>	<p>Results revealed that when taken as an entire group, the employees of JBLFMU (Arevalo), Inc.'s level of resilience quotient were high which means that they are optimistic, focused to solutions, always think of individual accountability, open and flexible, and always manages stress and anxiety. It also showed that employees had a higher score in "personal vision" dimension and the lowest score in "organized" dimension. The employees' length of service to the institution had a significant effect on their level of resilience quotient.</p>	<p>It is recommended that employees may use their personal vision in their resilience capabilities to develop their organizing skills and find ways to generate a level of order and structure that provides them with the focus and stability they need to do their individual job.</p>	<p>HR</p>	<p>Provide employee engagement activities</p>	<p>Conducted Teambuilding and Socialization Activities on June 6-8, 2024 at Boracay, Aklan</p> 

Prepared by:



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