

# **Asia Pacific Journal of Management and Sustainable Development**

International Double-Blind Refereed Journal  
Vol. 11, No. 2 | September 2023  
ISSN: 2782-8557 (Print)



## EDITORIAL BOARD

**Editor-in-Chief: Dr. Beverly T. Caiga**, Lyceum of the Philippines University-Batangas, Philippines

**Associate Editor: Dr. Cecilia C. Pring**, Lyceum of the Philippines University, Philippines

**Technical Staff: Maria Joanna G. Manongsong**, Lyceum of the Philippines University-Batangas, Philippines

### *Editorial Board Members*

**Dr. Amando P. Singun, Jr.**, Higher College of Technology, Muscat, Oman  
**Dr. Arezu Jahanshir**, Bueinzahra Technical University, Department of Physics, Islamic Republic of Iran  
**Dr. Arjohn Gime**, Manila Science High School at Philippine Normal University-Manila, Philippines  
**Dr. Benjamin B. Mangila**, Josefina H. Cerilles State College- Dumingag, Zamboanga del Sur, Philippines  
**Dr. Bhabagrahi Pradhan**, Jain Vishva Bharati Institute, India  
**Dr. Ching Yee Yong**, University College of Technology Sarawak, Malaysia  
**Dr. Christo Ananth**, Francis Xavier Engineering College, INDIA  
**Dr. Chulani Herath**, Department of Psychology and Counseling, The Open University of Sri Lanka  
**Dr. Corazon G. Pardo**, University of Northern Philippines  
**Dr. Cris Zita**, Dr. Juan A. Pastor Memorial National High School, Talaibon, Ibaan, Batangas, Philippines  
**Dr. Cristina D. Macascas**, Philippine Normal University - Manila, Philippines  
**Dr. Daryl Ace V. Cornell**, Polytechnic University of the Philippines  
**Dr. Dinesh Elango**, Assumption University of Thailand  
**Dr. Edgar Aban**, PhilippinesCamarines Norte State College, Philippines  
**Dr. Ehsan Namaziandost**, Islamic Azad University of Shahrekord, Philippines  
**Dr. Elroy Joseph C. Valdez**, Batangas State University Pablo Borbon, Philippines  
**Dr. Ericson Olario Alieto**, Western Mindanao State University, Philippines  
**Dr. Gilbert C. Magulod Jr.**, Cagayan State University, Philippines  
**Dr. Jake M. Laguardor**, Bicol State College of Applied Sciences & Technology, Philippines  
**Dr. Jocelyn Y. Camalig**, Lyceum of the Philippines University Manila, Philippines  
**Dr. Judith S. Rabacal**, Northern Negros State College of Science and Technology Philippines  
**Dr. Ma. Xenia Z. Bitera**, Lyceum of the Philippines University-Batangas, Philippines  
**Dr. Malisetty Venkata Suryanarayana**, Integral Institute Advanced Management, India  
**Dr. Mansoureh Ebrahimi**, University Technology of Malaysia, Malaysia  
**Dr. Manuel E. Caingcoy**, Bukidnon State University, Philippines  
**Dr. Mark E. Patalinghug**, J.H. Cerilles State College, Philippines  
**Dr. Menderes Kam**, Düzce University, Turkey  
**Dr. Mohamad Jafre Zainol Abidin**, School of Educational Studies, Universiti Sains Malaysia  
**Dr. Norel Peter M. Illo** Camarines Sur Polytechnic Colleges, Philippines  
**Dr. Nurhazani Mohd Shariff**, Universiti Utara Malaysia, Malaysia  
**Dr. Parwinder Kaur Dhillon**, Guru Nanak College for Women, Banga, India  
**Dr. Paul John G. Aventurado**, Cebu Doctors' University, Philippines  
**Dr. Ramiz Ali**, University of Wollongong, Australia  
**Dr. Rana Altounjy**, Manipal International University, Malaysia  
**Dr. Ravi Kant**, College of Teacher Education, Maulana Azad National Urdu University, India  
**Dr. Rosslin John H. Robles**, University of San Agustin, Philippines  
**Dr. S. R. Boselin Prabhu**, SVS College of Engineering, Tamilnadu, India  
**Dr. Sombon Sukpancharoen**, Kasetsart University, Thailand  
**Dr. Supaprawat Siripipatthanakul**, Manipal GlobalNxt University, Malaysia  
**Dr. Vivian B. Flores**, Zamboanga State College of Marine Sciences and Technology, Philippines  
**Dr. Yingjing Xi**, Guangdong University of Petrochemical Technology, China

## EDITORIAL POLICY

### Aim and Scope

The Asia Pacific Journal of Management and Sustainable Development (APJMSD) is the official research journal of the Graduate School with Lyceum of the Philippines University-Batangas as its publisher which aims to provide a medium open to the global community of scholars who aspire to have their researches published in a peer-reviewed journal.

The Editorial Board invites researchers from the international research community and institutions to submit their original research articles, review articles, short communications and case reports for every issue of the journal in various disciplines of Management sciences, and education.

The journal primarily has, as its audience, scientists, academicians, practitioners of various fields, policy makers, health advocates, graduate students, and other individuals interested in pushing the frontiers of developing innovative ideas for social and global transformation.

### Review Process

An author accepts the responsibility of preparing the research paper for evaluation by independent reviewers. The responsibility includes subjecting the manuscript to evaluation by peers and revising it prior to submission. The review process is not to be used as a means of obtaining feedback at early stages of developing the research paper. Reviewers and editors are responsible for providing constructive and prompt evaluation of submitted research papers based on the significance of their contribution and on the rigors of analysis and presentation.

The manuscripts will be reviewed for possible publication with the understanding that they are being submitted to one journal at a time and have not been published, simultaneously submitted, or already accepted for publication elsewhere.

All submitted papers in APJMSD are being processed in Plagiarism Detection Software using Turnitin with allowable similarity index of less than 15%. All submitted papers failed to meet this initial requirement of the journal are not being accepted to undergo the review process.

The Editors review all submitted manuscripts initially. Manuscripts with insufficient originality, serious scientific flaws, or absence of importance of message are rejected. All manuscripts received are duly acknowledged. The journal will not return the unaccepted manuscripts. Other manuscripts are sent to two or more expert reviewers following the double-blind review process. Each manuscript is also assigned to a member of the editorial team, who based on the comments from the reviewers takes a final decision on the manuscript. Within a period of 2 to 3 weeks, the contributors will be informed about the reviewers' comments and acceptance/rejection of manuscript.

Articles accepted would be copy edited for grammar, punctuation, print style, and format. Page proofs will be sent to the first contributor, which has to be returned within three days. Correction received after that period may not be included.

### Types of Manuscripts

#### Original articles

Randomized controlled trials, intervention studies, studies of screening and diagnostic test, outcome studies, cost effectiveness analyses, case-control series, and surveys with high response rate.

#### Review articles

This is a systemic critical assessment of literature and data sources. Submissions of reviews and perspectives covering topics of current interest are welcome and encouraged. Reviews should be concise and no longer than 4-6 printed pages.

### GUIDE FOR AUTHORS

The Asia Pacific Journal of Management and Sustainable Development is a refereed journal of Lyceum of the Philippines University, Batangas City, Philippines. The journal is published quarterly. For paper submission, the paper must be an original copy, about 5,000 words, single-spaced, and with tables and figures. The research abstract must have 200-250 words with at least three (3) keywords or phrases.

#### Manuscript Preparation

1. Organize the paper following these major headings: Title, Author/s and Affiliations/address, Abstract, Introduction, Materials and Methods, Results and Discussion, Conclusions and Recommendations (optional) and References.
2. Acknowledgments and References. The References should substantially consist of articles published in current content-covered or peer-reviewed journals. Avoid citations of unpublished reports and theses.
3. Type the entire manuscript single-spaced on a short white bond paper (8.5 x 11") with 0.8" margin in the left and right side, 0.9 from the top and 0.6 at the bottom" using a Times New Roman font type of 11. References, Acknowledgments, plates and legends should also be typed single-spaced. Number consecutively all pages.
4. Leave one space before and after the major headings as well as one space before and after the sub-headings. Use endnotes rather than footnotes.
5. Spell out acronyms or unfamiliar abbreviations when these are mentioned for the first time in the text.
6. Write the scientific names of species completely with author (s) when it is first mentioned in the text and without author in succeeding references. Scientific names should be written in italics.
7. Do not spell out numbers unless they are used to start a sentence.
8. Use the metric system only or the International System of Units. Use abbreviations of units only beside numerals (e.g. 9 m); otherwise spell out the unit (e.g. kilometer from here). Do not use plural forms or periods for abbreviations of units. Use the bar for compound units (e.g. 1 kg.ha/yr). Place a zero before the decimal in numbers less than one (e.g. 0.25).
9. Titles of Tables and Captions of Figures should be as short as possible and understandable without referring to the text. Figures should consist only of simple line drawings, computer-generated graphics or good quality black and white photographs. Label of Figures and plates should be written below the image and should be as such a size so these are still legible even after reducing the size by as much as 50%.
10. Number citations consecutively in square brackets [1]. The sentence punctuation follows the brackets [2]. Multiple references [2], [3] are each numbered with separate brackets [1]–[3]. When citing a section in a book, please give the

relevant page numbers [2]. In sentences, refer simply to the reference number, as in [3]. Do not use “Ref. [3]” or “reference [3]” except at the beginning of a sentence: “Reference [3] shows ...” Please ensure that every reference cited in the text is also present in the reference list. Arrange the reference section in order of citation appearance. Use the common format, Author(s) name., year of publication., Article title, Journal name, Volume(issue), page numbers, DOI.

11. Manuscript should be as concise the subject and research method permit, generally about 5000 words.
12. To promote anonymous review, authors should not identify themselves directly or indirectly in their papers or in experimental test instruments included in their papers or in experimental test instruments included in the submission. Single authors should not use the editorial “we”.

**Titles.** Titles of tables are written above while title of figures and plates are written below the images.

**Author(s)’ name(s).** The first name, middle initial and family name are provided. The email address is written below the name followed by the department, name of institutional affiliation and country.

**Abstract.** An abstract of about 200–250 words should be presented immediately preceding the text. The abstract should concisely inform the reader of the manuscript’s topic, its methods, and its findings.

**Keywords.** The abstract must be followed by at least three keywords to assist in indexing the paper and identifying qualified reviewers.

**Introduction.** The text of the paper should start with a section labeled “Introduction”, which provides more details about the paper’s rationale, motivation, significance, scope and limitations and the setting of the study. Both the Abstract and Introduction should be relatively nontechnical yet clear enough for an informed reader to understand the manuscript’s contribution. The manuscript’s title but neither the author’s name nor other identification designations, should appear on the Abstract page.

**Pagination.** All pages, including tables, appendices and references should be serially numbered.

**Numbers.** Spell out numbers from one to ten, except when used in tables and lists, and when used with mathematical, statistical, scientific, or technical units and quantities, such as distances, weights and measures. percentage and decimal fractions (in nontechnical copy, use the word percent in the text).

**Conclusions.** It should briefly answer the objectives of the study. They are no repetitions of the discussions but are judgments of the results obtained.

**Recommendations.** It is optional; allowed only when results warrant recommendation.

**References.** Every manuscript must include Reference section that contains ONLY those works cited within the text. Each entry should contain all information necessary or unambiguous identification of the published work. The style format is based on American Psychological Association (APA). Do not categorize according to sources and must be arranged in order of the appearance in the text with numbers. There should be majority of which should come from printed and online journals.

## Open Access Policy

Asia Pacific Journal of Multidisciplinary Research is available both online and print. The content of the journal is freely available to the readers, researchers, students and institutions for download, copy, search, cite or link to the full text of the article.

## Disclaimer

Authors are responsible for obtaining from the copyright holder permission to reproduce any figures for which copyright exists. By submitting the manuscript, it is believed that the author(s) will be responsible of any disputed content in the respective paper/article and author(s) provide formal consent to APJMSD/publisher and transfer of copyright. The Publisher, Editor-in-Chief, Associate Editors, Peer-reviewers and Editorial Board Members of the journal cannot be held responsible for any errors, controversies or any consequences from the use of information contained in the journal. It is also be accepted by the manuscript submitted that he/she shall never challenge the Editors/Publisher in any court of law for any issue. The concepts and views expressed in the research papers/articles in the journal do not essentially correspond to the views of the publisher/editor. The publisher/editor of the journal is not liable for errors or any consequences arising from the exercise of information contained in it.

## Policy on Publication Ethics

**Purpose.** Asia Pacific Journal of Management and Sustainable Development (APJMSD) in cooperation with Lyceum of the Philippines University (LPU) – Batangas aims to disseminate latest research findings and innovation in multidisciplinary field of studies through online and print journal. It ensures the quality of manuscript for publication through confirming and verifying its academic integrity and adherence to the standards and policies of responsible conduct of research. This policy is also established to emphasize the importance of meeting and maintaining the highest quality of ethical standards and scientific validity. It encourages authors to commit themselves with competence in practicing credibility and professionalism gearing towards the culture of excellence through collaboration with the international research community in publication.

**Publication Practice.** Authors should submit their research articles in accordance with the author guidelines as prescribed by the journal. Research articles to be submitted for publication should not be previously published nor considered to another publication elsewhere. The author should clearly declare the originality of the research work which had never been accepted for other journals. If modifications had been made already on the research article with enhancement on the synthesis and analysis of findings, an overlap of about 10 per cent is considered acceptable between such journals.

## Plagiarism

Copying of another’s research work without citing the original source and considering it as one’s own work is an unethical practice and in the field of research and professional practice, this is completely unacceptable. Plagiarism takes place in five types: copy & paste plagiarism, word switch plagiarism, style plagiarism, metaphor plagiarism and idea plagiarism.

**Authorship Practice.** Authorship credit must be based on the major contribution of each author on the conceptualization and design of the study; revision of the paper that provides substantial insights and implications to findings, collection, analysis and interpretation of data until the completion of research in drawing conclusions and recommendations with action plan or program. No one among the

primary authors who met these criteria would be omitted from the authorship. People without any considerable involvement or substantial intellectual participation in the research process would not be considered as one of the authors like those who obtain funds for the research, collect important data and materials, or coordinate with the publication are considered significant but do not qualify for authorship as well as the inclusion of 'ghost author' is highly discouraged. The source of funding may be included in the acknowledgement as well as those people who became part either directly or indirectly in the completion of the research paper.

The corresponding author shall be responsible in communicating with the Editor to accomplish the copyright form and inform the co-authors regarding the status of the research article submitted and accepted to APJMSD to avoid multiple submission of paper to other journals at the same time. If the paper is rejected for publication to APJMSD that is the right time to submit the research article to other journals. The corresponding author is also responsible in the accuracy of the content of the paper particularly the complete list of the names of the co-authors, updated affiliations and email addresses.

**Peer Review System.** The journal exercises double-blind peer review process to ensure anonymity from the reviewer and the author of the research article to avoid any partiality or any limitation from the review process in case of familiarity between both parties. It is the responsibility of the reviewer to provide substantial comments and suggestions for the improvement of the paper to maintain the quality of the research article to be published in the journal. The reviewer shall take the evaluation of the general content in terms of academic significance of the research paper, its contribution to the community, technical novelty, quality of information and language usage. In terms of specific content, the reviewer provides evaluation in terms of the accuracy and unity of information in the abstract, relevance of introduction, literature, and studies to the topic as well as the coherence of the objectives; preciseness of materials and methods used, completeness of results and discussion and comprehensiveness of drawing conclusion out of the salient findings and the thoroughness of the reference list.

The research article will be sent to two (2) reviewers, and they will decide to publish the paper unaltered, accept after revision suggested in the review, review again after major changes or reject. If one of them decides to reject the paper and the other one decides to accept, this is the only time the paper will undergo another review and will be sent to the third reviewer.

**Editorial Responsibilities.** Submitted papers will be evaluated based on its scientific and systematic research method and not through lack of technical novelty. Fair decision will be observed by the editorial board irrespective of race, culture, origin, gender or citizenship of the author. Situations that may lead to conflicts of interest should be avoided.

**Confidential Process.** Since double-blind peer review process is being observed by the journal, the anonymity of both parties (author and reviewer) will remain confidential. The communication between the corresponding author and the Editor should not be posted on any website or social media as well as the result of the Reviewer's Report or Evaluation and any confidential materials without prior permission from the Editor whether or not the submission is eventually published.

## Corrections and Retraction Policy

**Article retraction** may be done in the case of stating unreliable findings in the conclusion, infringements of professional ethical codes such as plagiarism, multiple submissions to other journals or publication, fraudulent use of data or information and the like.

**Article replacement** may be done if the article might cause serious health risk if acted upon from false or inaccurate information, the author/s will be asked to retract and replace the original article with the corrected version of the paper. A link for the notice of retraction will be provided to the corrected article.

**Erratum** may be done for corrections in article that might have missed during the editing resulting from errors or omissions of significant information. This is made accessible to the readers with link to the corrected version.

Within one year after the publication date of the paper will only be allowed the authors to remove or replace papers with corrected article.

## Copyright

Copyrights for articles published in APJMSD are retained by the authors, with first publication rights granted to the journal. The APJMSD/LPU-Batangas is not responsible for subsequent uses of the work. It is the author's responsibility to bring an infringement action if so desired by the author.



## TABLE OF CONTENTS

### **Information Governance and Readiness to E-Records Management: Inputs to Data Administration Plan**

Shiel-Lynette B. Perez, CpE, MBA & Dr. Hadge Encio  
Lyceum of the Philippines University – Batangas  
pp. 1-7

### **Graduate Attributes, Workplace Readiness and Students' Employability: Inputs in Developing Career Development Plan**

Elimae Mariz L. Dalangin, PhD.M., MBA  
Lyceum of the Philippines University – Batangas  
pp. 8-18

### **Program Outcomes and Impact of the Community Extension Programs in one Autonomous University in the Philippines**

Antonette Eborá Malibiran, RCrim, MPA  
Lyceum of the Philippines University – Batangas  
pp. 19-29

### **Challenges of Filipino Nurses Towards International Integration**

Dr. Leonila M. Adarlo  
Lyceum of the Philippines University – Batangas  
pp. 30-40

### **Transition from Study to Employment: A Graduate Tracer to Enhance Effectiveness of the Computer Science Program Curricula**

Maria Cristina M. Ramos, MSCS  
Lyceum of the Philippines University – Batangas  
pp. 41-47

### **Engineering Students' Online Learning Environment: Basis for Enhancement Program**

Dr. Conrado I. Dotong & Dr. Nestor C. Camello  
Lyceum of the Philippines University – Batangas  
pp. 48-58

### **Host Companies Feedback on US Work and Travel Cultural Exchange Program Participants**

Dr. Sevillea S. Felicen  
Lyceum of the Philippines University  
pp. 59-68

### **A Correlation of Entrance Exam Scores (Stanine) and Programming Ability of Computer Science Students**

Maria Cristina M. Ramos, MSCS  
Lyceum of the Philippines University – Batangas  
pp. 69-74

**Effectiveness of Psychological Program in Hospital in Batangas**

Mignodel M. Morales, DNM, RN

Lyceum of the Philippines University – Batangas

pp. 75-80

**On-the-Job-Training and Academic Performance of Computer Science Students:  
A Correlation**

Maria Cristina M. Ramos, MSCS

Lyceum of the Philippines University – Batangas

pp. 81-88

**Course Feedback on the Delivery of Professional Courses:  
Basis for Course Delivery Improvement**

Dr. Melody R. Dimaano

Lyceum of the Philippines University – Batangas

pp. 89-97

**Marketing Strategies of Conveyor Belt Technology in Thailand**

Artit Boonyapisangkhan

Lyceum of the Philippines University – Batangas

pp. 98-103

**Performance Indicators as Basis for Students' Performance Improvement Artit**

Dr. Melody R. Dimaano

Lyceum of the Philippines University – Batangas

pp. 104-115