

# APCAR-2016

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## **Abstracts**



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**ASIA PACIFIC INSTITUTE OF ADVANCED RESEARCH (APIAR)**

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# Table of Contents

<b>1. Business</b>	<b>2</b>
1.1. OPTIMIZATION OF SOCIAL CAPITAL ON MANAGEMENT OF ECOTOURISM'S INFRASTRUCTURE	3
1.2. TEMPERATURE CONTROLLED WAREHOUSE AND COLD CHAIN BUSINESS IN HONG KONG: A LITERATURE REVIEW	4
1.3. USE OF MULTIVARIATE FUNCTION FOR RAPID IDENTIFICATION OF CHRONIC DIABETIC PATIENTS OF TYPE1 FROM HEALTH DATABASE	5
1.4. TURNAROUND STRATEGY FROM THE PERSPECTIVE OF STRATEGIC LEADERSHIP: CONCEPTUAL REVIEW	7
1.5. THRESHOLD EFFECT IN THE RELATIONSHIP BETWEEN FOREIGN DIRECT INVESTMENT AND ECONOMIC GROWTH: EVIDENCE FROM ASEAN COUNTRIES	8
1.6. ANALYSIS OF THE PERFORMANCE MEASUREMENT SYSTEM IN PRIBADI SCHOOL	9
1.7. PPP ON BUILT ENVIRONMENTS: VALUE CREATION FOR SOCIAL EQUITY	10
1.8. CORPORATE ENVIRONMENTAL REPORTING DISCLOSURE PRACTICES AMONG SELECTED LISTED FIRMS	11
1.9. IT'S ALSO ABOUT FOLLOWERS: HOW FOLLOWER VOICE WOULD ENHANCE SUSTAINABLE LEADERSHIP	12
1.10. IMPLEMENTATION STRATEGIES OF KNOWLEDGE MANAGEMENT PRACTICES: A SYSTEMIC ANALYSIS	13
1.11. ENCOURAGING STUDENT CREATIVITY IN CAREER DEVELOPMENT: CONNECTING CONTENT KNOWLEDGE AND APPLICATION WITH TECHNOLOGY	15
1.12. THE LEADERSHIP MODEL AT MALAYSIAN HIGHER PUBLIC INSTITUTIONS: A PROPOSED FRAMEWORK	17
1.13. ADVANCING INDUSTRIAL/ ORGANISATIONAL PSYCHOLOGICAL SCIENCE BY EMBRACING COMPLEXITY AND MODERNISING METHODS: A COMPLEX ADAPTIVE SYSTEMS APPROACH	18
<b>2. Education</b>	<b>19</b>
2.1. JOB SATISFACTION LEVEL OF KTO12 TEACHERS UTILIZING MULTIPLE STATISTICAL TOOLS	20
2.2. TEACHERS PORTAL OF UFSCAR: A BRAZILIAN EXPERIENCE OF TEACHER EDUCATION AND ONLINE PROFESSIONAL SUPPORT	22
2.3. eLEARNING INITIATIVES IN DELIVERING THE UNDERGRADUATE PHYSIOTHERAPY EDUCATION PROGRAM IN PAPUA NEW GUINEA	23
2.4. TEACHING ORGAN TRANSPLANTATION TO CHILDREN FOR FOSTERING ZAST FOR LIVING AS SCHOOL HEALTH EDUCATION	24

2.5.	SEARCHING “LIFE JACKETS” FOR FUTURE VULNERABLE YOUNG LEADERS. . . . .	25
2.6.	FACTORS INFLUENCING KNOWLEDGE TRANSFER AMONG INTERNSHIP STUDENTS USING FACEBOOK . . . . .	26
2.7.	THE DEVELOPMENT OF TEACHING KIT FOR INTRODUCTORY PROGRAMMING IN SCHOOLS . . .	27
2.8.	INTERACTION EFFECT OF CO-OPERATIVE LEARNING MODEL AND STUDENTS’ IMPLICIT THEORY OF INTELLIGENCE ON STUDENT ENGAGEMENT IN MATHEMATICS . . . . .	28
2.9.	INTERACTIVE EFFECT OF META-COGNITIVE STRATEGY-BASED INSTRUCTION IN MATHEMATICS ON META-COGNITIVE AWARENESS OF STUDENTS . . . . .	29
2.10.	PROSPECTIVE TEACHERS’ ATTITUDE TOWARDS ENGLISH . . . . .	30
2.11.	REFLECTIVE PRACTICES: A MEANS TO TEACHER DEVELOPMENT. . . . .	31
2.12.	USING FACEBOOK TO DEVELOP THAI STUDENTS’ ENGLISH SKILLS . . . . .	32
2.13.	THE IMPACT OF STUDENTS’ MATHEMATICS BACKGROUND ON THEIR PERFORMANCES FOR STUDYING COMPULSORY MATHEMATICS/STATISTICS SUBJECTS IN THE COLLEGE . . . . .	33
2.14.	CRISIS MANAGEMENT OF PRIVATE ELEMENTARY SCHOOL ADMINISTRATORS . . . . .	35
2.15.	TEACHING PROFESSION AND ETHICAL PRACTICES AS PERCEIVED BY THE GRADUATE SCHOOL STUDENTS . . . . .	36
2.16.	BEHAVIORAL PRACTICES OF TEACHER EDUCATION STUDENTS: BASIS FOR ENRICHING INTERNSHIP PROGRAM . . . . .	38
2.17.	THE EDUCATION OF EXCEPTIONAL CHILDREN IN PUBLIC ELEMENTARY SCHOOLS IN REGION I 40	
2.18.	EDUCATIONAL RESOURCES OF COLLEGES OF NURSING IN REGION I: BASIS FOR A PROPOSED DEVELOPMENT PROGRAM . . . . .	42
2.19.	ORGANIZATIONAL PERFORMANCE OF HIGHER EDUCATION INSTITUTIONS IN PANGASINAN . .	44
2.20.	CONFLICTS AND RESOLUTIONS OF SCHOOL ADMINISTRATORS: BASIS FOR AN INNOVATIVE, ADMINISTRATIVE PROGRAM . . . . .	45
2.21.	DISASTER RISK REDUCTION MANAGEMENT PRACTICES OF SCHOOL MANAGERS. . . . .	48
2.22.	DESCRIPTIVE WRITING USING THE PROCESS-GENRE APPROACH . . . . .	49
2.23.	THE PROBLEM OF ENTRANCE EXAM-ORIENTED EDUCATION AND ITS SOLUTION PLANS IN KOREA . . . . .	50
2.24.	SENSITIVITY DOMAIN OF LEARNING FOR A SUSTAINABLE FUTURE . . . . .	51
2.25.	THE EFFECTIVENESS AND CHALLENGES OF MOOC FOR LEARNING. . . . .	52
2.26.	FACTOR STRUCTURE OF THE MTCS IN HONG KONG . . . . .	53

2.27. CULTURAL FACTORS INFLUENCING MALE AND FEMALE ELEMENTARY SCHOOL STUDENTS' LEARNING OF SCIENTIFIC CONCEPTS. . . . .	54
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### 3. ICT . . . . . 56

3.1. FINANCIAL BIG DATA ANALYSIS BY SPARSE REPRESENTATION CLASSIFIERS. . . . .	57
3.2. A NEW APPROACH TO ENGINEERING EDUCATION: CPU PROCESSING MODEL . . . . .	58
3.3. ENHANCING CLOUD COMPUTING WITH SECURITY TRUST MODEL . . . . .	59
3.4. MICROSERVICES ARCHITECTURE FOR TOUR ACTIVITIES APPLICATION. . . . .	60
3.5. OPTICAL TECHNIQUES FOR FRONTHAUL NETWORKS . . . . .	61
3.6. MEDIA ETHICS IN PRINT MEDIA (Special reference to crime reporting case in Sri Lanka) . . . .	62
3.7. CAPTURING SECURITY REQUIREMENTS OF MOBILEAPPS USING MOBIMEREQ. . . . .	63

### 4. Social Sciences . . . . . 64

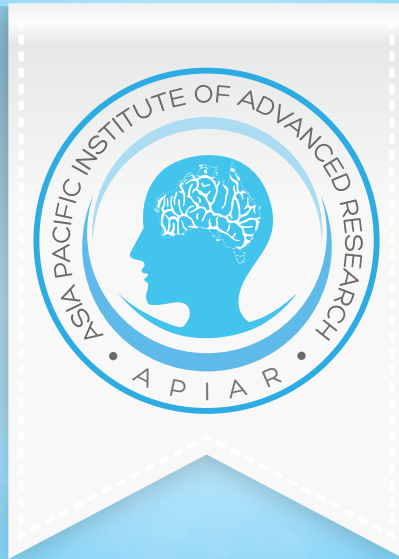
4.1. MORAL LIMITS OF PAYMENTS FOR ECOSYSTEM SERVICES . . . . .	65
4.2. THE ROLE OF BUDDHA AS A TEACHER. . . . .	66
4.3. NEWSPAPER COVERAGE OF THE GEZI UPRISING IN TURKEY . . . . .	68
4.4. AN EVALUATION OF GENDER-FOCUSED AID INTERVENTION IN AFGHANISTAN: PROMOTING GENDER EQUALITY OR REINFORCING HEIRARCHIES?. . . . .	69
4.5. THE PHENOMENON OF SELF-CORRECTION IN THE SPEAKING SKILLS OF UNDERGRADUATE STUDENTS: A CASE STUDY OF SBKWU . . . . .	70
4.6. VIABILITY OF ORGANIZING A COMMUNITY COOPERATIVE TO CREATE JOBS FOR SELECTED BENEFICIARIES OF ONE LA SALLEYOLANDA/HAIYAN REHABILITATION AND RECOVERY PROJECT (OLSYRRP). . . . .	71
4.7. SAUDI ARABIA AND THE ARAB SPRING:FIVE YEARS OF INFLUENCE AND ACTION . . . . .	72
4.8. WITH OR WITHOUT HALAL LOGO? A DESCRIPTIVE ANALYSIS OF THE GENERATION Y PERCEPTIONS ON THE NATIONAL HALAL CERTIFICATION IN MALAYSIA . . . . .	74
4.9. CULTURAL PRACTICES OF THE TRIBAL COMMUNITIES IN THE PROVINCE OF Ilocos Sur, Philippines . . . . .	75
4.10. ORGANIZATIONAL CAPACITY AS A POTENTIAL MODERATOR IN ENHANCING CORPORATE PERFORMANCE: A PROPOSED FRAMEWORK . . . . .	76
4.11. DOMESTIC VIOLENCE IN AUSTRALIA'S CALD COMMUNITIES: ASSOCIATION BETWEEN DEMOGRAPHICS OF FRONTLINE WORKERS AND SELECTED THERAPEUTIC APPROACHES . . . .	77

4.12. ANALYSIS OF FACTORS FOR NON-DISCLOSURE OF INFORMATION BY DOCTOR-INVESTIGATORS IN CLINICAL TRIALS IN MALAYSIA. . . . .	78
4.13. EFFICACY OF CHEILOSCOPY IN GENDER DETERMINATION – A DIGITAL APPROACH . . . . .	79
4.14. READING 21ST CENTURY SKILLS IN FIVE FILIPINO ETHNOEPICS . . . . .	80
4.15. THE CONTRIBUTION OF SCHOOL COUNSELORS AND ITS BARRIERS*. . . . .	81
4.16. IMPACT OF A NEW HOUSING SCHEME ON THE IMPROVEMENT OF THE QUALITY OF LIFE OF THE ESTATE WORKERS . . . . .	83
4.17. A SET OF OBJECTIVES AND NEW MODEL FOR REGIONAL RADIO IN SRI LANKA: A STUDY OF “RAJARATA AND WAYAMBA HANDA” RADIO . . . . .	85
4.18. DILEMMA IN APPLICATION OF TRANSITIONAL JUSTICE IN THE POST CONFLICT. . . . .	86
4.19. UNIVERSITY KNOWLEDGE MANAGEMENT: A CONSTRUCTIVE RESPONSE TO THE CHALLENGES FACED BY HIGHER EDUCATION INSTITUTIONS . . . . .	88
4.20. RESPONSIVENESS OF SECONDARY TEACHERS TO GENDER AWARENESS AND DEVELOPMENT PROGRAM. . . . .	89





# APIAR



# Conference Chair



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Holmes**

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***APIAR's motto  
'Nurturing  
knowledge without  
boundaries'  
encapsulates well  
the principal  
aims of our  
organisation***

## *Preface*

Welcome to the 3rd Asia Pacific Conference on Advanced Research (APCAR), organised by the Asia Pacific Institute of Advanced Research (APIAR). APIAR's motto – 'Nurturing knowledge without boundaries' - encapsulates well the principal aims of our organisation.

First, it highlights the multi-disciplinary approach we adopt. While there is a focus on four key areas – business, education, information technology and social sciences – these are broadly interpreted, so that major contemporary issues that should not be neatly pigeon-holed into one discipline or another can be examined from as many angles as seems appropriate.

Second, we encourage as much interaction and networking between academia and the business community as possible. It has become increasingly obvious over recent years that business and academia have a great deal to offer each other, and both benefit enormously from much closer collaboration than was typical in the past. We strongly encourage the exchange of ideas and practical experience between pure researchers, applied researchers and practitioners.

Finally, while being an Australia-based organisation, our outreach is global: our Executive Committee includes leading scholars from three continents, while the participants at previous APCARs have hailed from all parts of the world.

Though young – it was established in 2011 - APIAR is already making a significant impact in terms of advancing and publishing cutting edge research, both through conferences such as this and through its two journals (Asia Pacific Journal of Advanced Business and Social Studies and Asia Pacific Journal of Contemporary Education and Communication Technology). Your contribution at this conference will add to this, and we look forward to getting to know you and sharing with you the latest findings of experts in our four principal fields or research.

Professor Emeritus Leslie Holmes  
University of Melbourne



*Business*



**Abstracts**

## OPTIMIZATION OF SOCIAL CAPITAL ON MANAGEMENT OF ECOTOURISM'S INFRASTRUCTURE

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### **Abstract**

Poverty in villages or rural areas is still high, including in Indonesia. A variety of creativity from citizens or outside the parties, such as government and non-governmental organizations (NGOs) have made efforts to reduce destitution by optimizing the potential of the area. One sample of that is through ecotourism by creating a Tourist Village, as was done by the Candran village, Imogiri, Yogyakarta which was introduced by citizens as the International Tourist Village.

As a Tourist Village, the village requires basic infrastructure adequacy. In terms of basic infrastructure's management (provisioning and superintend), there are social assets in the form of social capital that can be developed so that developmental activities are implicated in increasing the village's revenue. The process of social capital development can implicate in a participation way through PRA approach and for analyzing using the analytical approach SOAR (Strengths, Opportunities, Aspirations, and Results). This research succeeded in formulating the efforts of citizens keeping and procurement infrastructure through the optimization of social capital that developed in the Candran International Tourist Village.

**Keywords:** Social Capital, Ecotourism, SOAR, and Infrastructure Management.

# TEMPERATURE CONTROLLED WAREHOUSE AND COLD CHAIN BUSINESS IN HONG KONG: A LITERATURE REVIEW

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## **Abstract**

Nowadays, most of the countries, especially Southeast Asia, due to weather conditions, require temperature controlled means for their transportation of perishable products to the markets. Thus, a special type of supply chain management called Cold Chain Management (CCM) has been established. With its huge capital investment on facilities & equipment, strict temperature requirements, and energy dependence, the cold chain has always been a demanding logistics segment.

In this paper, a cross profile of cold chain delivery that is associated with Temperature Controlled Warehouse (TCW) employed by various local supply chain service providers will be studied. Also, the conceptual framework is developed to evaluate several criteria for qualifying TCW in Hong Kong and Pearl River Delta (PRD) region. Discussion and directions for future research will be finally provided.

**Keywords:** Temperature Controlled Warehouse, Cold Chain, Hong Kong.

## USE OF MULTIVARIATE FUNCTION FOR RAPID IDENTIFICATION OF CHRONIC DIABETIC PATIENTS OF TYPE1 FROM HEALTH DATABASE

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### Abstract

In recent years, the use of technology has become very common and popular. By the use of technology we can easily access correct and useful information of a diabetic patient. However, findings such information of those patients who really need urgent medical treatment is limited and challenging.

One method is to use such technology that has strong mathematical functions, to extract the beneficial information about diabetic patients. Therefore, the integration of technology that has strong mathematical functions with health can identify serious diabetic patients from the big health database of patients.

This paper presents a mathematical function by which serious diabetic patients can be identified from the health database.

This research can be materialised in any country for any disease provided all relative patients and Health Care Units are on line and inter-linked. The pre-requisite for this research is the existence of a Health Care Database and constant liaison with diabetic patients through any social health society.

The objective of this research is to provide quick, precise and accurate medical aid to any respondent as a result to reduce the fast transformation of diabetic Type 1 to Type 2.

The one of primary reasons is the overconsumption of food and very less amount of exercise to burn the calories. Once a person suffers with this disease, there does not exist any online regular medical record with General

Physician (GP) as a result the patient has to describe the whole history right from the beginning, each time to a different GP. At state level, any health net work is not available. In many cases, it takes a lot of time for a GP to reach a right diagnosis for any patient.

This very research paper aims to provide quick response to any diabetic patient on a phone call. This is only possible if the record of patients already exist with a GP or with a Diabetic Society. How this all works and what to do is the concept of this research paper.

This research paper provides a complete particle approach for both patients and the Health Care Departments.

**Keywords:** Multi Variate Function, Partial Derivative, Diabetics, Telehealth, Health database, Type 1(T1DM) and Type 2 (T2DM).

## TURNAROUND STRATEGY FROM THE PERSPECTIVE OF STRATEGIC LEADERSHIP: CONCEPTUAL REVIEW

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### Abstract

Business environment has a significant influence on defining a company's position. Many companies have to initiate the turnaround strategy when they are at critical situation. As such, many of them have successfully managed to escape such a situation, however many have failed as well. One important successful factor in implementing this strategy is the top leader of the company. The characteristics of the top leader such as functional and educational background, tenure, age, international experiences, and gender are believed to change the success degree in implementing this turnaround strategy. This article discusses the relationship between the leader's characteristics and the implementation of the turnaround strategy conceptually. The discussion on the possible mediatory effects between these two concepts in the form of strategic orientation is also discussed in certain parts within this article.

**Keywords:** Turnaround Strategy, Top Leaders, Strategic Leadership, Strategic Orientation, Demographic characteristics.



# THRESHOLD EFFECT IN THE RELATIONSHIP BETWEEN FOREIGN DIRECT INVESTMENT AND ECONOMIC GROWTH: EVIDENCE FROM ASEAN COUNTRIES

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## Abstract

To date, the evidence on the impact of inward foreign direct investment (FDI) on economic growth is still ambiguous. On one hand, many studies have found significant and positive effects of FDI on the host countries' economy through contributing to domestic investment and employment, transferring technology and generating more inter-sectoral linkages. On the other hand, some other studies indicated that FDI might have a negative impact on economic growth. These conflicts in results can be explained by the differences in the absorptive capacity of host countries in terms of its policy regime, the level of human capital, development and investment environment.

The aim of this paper is to revisit the relationship between foreign direct investment and economic growth using Threshold Auto Regressive (TAR) model. The study suggests that the scale of FDI inflows into a country needs to be appropriate to its absorptive capacity. The level of FDI inflows is used as a threshold variable. The Fixed-effect panel threshold model proposed by Hansen (1999) is used. Also, this paper adopts the bootstrap method by Hansen (1999) to test the statistical significance of the threshold effect. By using a panel data of eight ASEAN countries in the period from 2002 – 2014, the findings indicate that the relationship between FDI and economic growth is non-linear. Furthermore, the results show that FDI can influence growth in different ways, depending on the level of FDI inflows. The study finds strong evidence that there are two threshold levels of FDI in the regression relationship. They are 4.73% and 4.91% of GDP with asymptotic 95% confidence interval. These thresholds divide the observations into three regimes, in which the impact of FDI on growth will be reversed, once FDI scale reaches the threshold levels. The results also suggest that with a current absorptive capacity of selected host countries, the optimal level of FDI is 4.73% of GDP to make the most of FDI to recipient economies.

**Keywords:** Economic Growth, FDI, Threshold Effect, Threshold Autoregressive (TAR), ASEAN.

## ANALYSIS OF THE PERFORMANCE MEASUREMENT SYSTEM IN PRIBADI SCHOOL

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### **Abstract**

Pribadi School is one of education foundation founded in 2002. The number of students has been growing steadily to its present day number of 350 students. The school has been considered as one of the best private schools in Bandung. It is not so familiar to measure a school using Balance Score Card. In this paper, the application of Balance Score Card will be implemented to Pribadi Bilingual Boarding School. Using questionnaires, that will be distributed to the stakeholders – customers, teachers, and management –, it will enable the research to deploy several Key Performance Index (KPI) methods that has never been seen before for Pribadi. Having deployed the KPI that will be measured, the weight of importance will also be determined using Analysis Hierarchy Process (AHP). After applying AHP, the target for what the school is going to achieve will be determined. The determination of the target is based on the historical data (if available) about the attributes weighted earlier in AHP. When the historical data is not available, a new measurement method will be created. After the targets are determined, the action plan will be created. Having created the action plan, the BSC is ready to be implemented for Pribadi Bilingual Boarding School.

**Keywords:** School, Performance Management, Nonprofit, Balance Scorecard.

# PPP ON BUILT ENVIRONMENTS: VALUE CREATION FOR SOCIAL EQUITY

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## **Abstract**

This paper postulates project feasibility for Public Private Partnerships (PPP) on built environments reasoned away by pure monetary gain; rather on overall project impact derived in the value creation for social equity. Notwithstanding the importance of profit to asset ratio in capital extensive ventures recovered over the long term, the valuation of PPP investments rests aside hurdle rate. Particularly in developing nations, where taxes are difficult vehicles to wealth distribution or social equity; the employment of PPPs to rationalise deficit financing consequentially raises consumption, resulting in the creation of value. Thus, subsist as a strategic option to address the structural poverty and social equity in less developed localities.

**Keywords:** PPP, Built Environment, Hurdle Rate, Value Creation, Social Equity

## **CORPORATE ENVIRONMENTAL REPORTING DISCLOSURE PRACTICES AMONG SELECTED LISTED FIRMS**

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### **Abstract**

This study was conducted to determine the level of corporate environmental reporting disclosure practices among selected listed firms. The descriptive survey method of questionnaires was the tool used in gathering the data. The sampling method used in selecting the 50 respondents from the different companies was convenience sampling. The research was done during the second semester of the school year 2015-2016.

Based on the data gathered, the following were the findings: Majority of the respondents were female, young, single, college graduates with 6-10 years in service and had undergone relevant trainings on environmental concerns. It had found out that the majority of the listed firms disclosed in their financial statements their social responsibility in terms of community involvement, energy, environmental policies, employee health and safety, products, services and customers, research and development, location of environmental disclosure and other environmental information. There are significant differences in the level of corporate environmental Formulated recommendations which stated that management should offer more career development plans, attractive benefits and conducive working environments for the welfare of its employees to motivate long-term employee employer relationship. Proposed intervention measures were forwarded for the enhancement of environmental practices to achieve sustainable development.

**Keywords:** Corporate Environmental Reporting, Disclosure Practices, Listed Firms

## IT'S ALSO ABOUT FOLLOWERS: HOW FOLLOWER VOICE WOULD ENHANCE SUSTAINABLE LEADERSHIP

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### Abstract

Research on general leadership, including that on sustainable leadership, focuses more on what leaders can do to influence followers and bring forth effectiveness. As such, much less emphasis has been placed on how followers can enhance sustainable leadership. We propose a threat-reduction approach of utilizing follower voice to help leaders in their sustainable initiatives. Sustainable leadership deals with leaders' efforts in ensuring sustainable practices. Such efforts, though laudable and important, are difficult and require great insights, initiatives and perseverance. We propose that followers are an important source of input and energy for sustainable leaders. When followers are willing to voice to sustainable leaders regarding potential problems and solutions, sustainable leadership should be enhanced. With followers' voice, however, it is possible that leaders would perceive threat from followers. We propose that to buffer against perceived threat from leaders with followers' voice, followers should protect value of sustainability leaders to their organizations and contribute to sustainable leaders' solving of sustainability problems. Followers will appear less threatening when they protect the value of the sustainability of leaders to their organizations and when they are perceived as focusing on solving problems. This model has important implications for managing sustainability efforts.

**Keywords:** Sustainability, Leadership, Employee Voice

## IMPLEMENTATION STRATEGIES OF KNOWLEDGE MANAGEMENT PRACTICES: A SYSTEMIC ANALYSIS

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### **Abstract**

Knowledge has become the key economic resource and the dominant source of competitive advantage. The consequent implication of this notion, for the way in which a business is run, is far reaching and dramatic, influencing everything from a company's strategy to its products and from its processes to the very way the firm is organised. The term that has been applied to this perspective shift is 'Knowledge Management'.

Knowledge Management (KM) has to do with the management of all stages in the generation, codification, refinement, and transmission of knowledge. The real power of knowledge management, however, is in allowing the organisations to explicitly enable and enhance the effectiveness of these activities and to leverage their value for the group, as well as for the individual. Any KM initiative would hardly yield results, unless it is implemented effectively. The present study examines the KM Implementation process from the Systems Approach.

In this study, KM is operationalised to include within its purview all activities concerned with creating, sharing or disseminating knowledge whether it is called by that name or not. During the system construction stage, a descriptive framework has been evolved, emphasising four critical contexts, namely the strategic context, the Knowledge context, the Organizational context and the Technological context. The study is qualitative in nature and the research design incorporated 'the most different systems design' to include two organisations which differed from each other in the product / service complexity, organisational complexity (size and number of locations) for explanation building in the problem under study.

Both within case and cross case analyses are carried out with the cases with respect to the strategic, knowledge, organisational and the technological contexts. An attempt is made to position both the organisations on Regions of practice (RoP) matrix and draw inferences on the existing KM system on

the basis of the context and the level of employee involvement. An attempt was also made to put forth certain valid finality relations on the basis of the analysis of the data collected during the theory building stage of the select systems. The analyses reveal that all the four contexts are equally important for the successful implementation of the KM system. Furthermore, it has been found that both the size and the business of the organisation have definitive influences on KM implementation. The study also asserts that prevalence of a knowledge culture and top management commitment can enhance the effectiveness of KM implementation initiatives.

**Keywords:** Knowledge, knowledge management, Systems Approach, Knowledge culture.

## ENCOURAGING STUDENT CREATIVITY IN CAREER DEVELOPMENT: CONNECTING CONTENT KNOWLEDGE AND APPLICATION WITH TECHNOLOGY

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### **Abstract**

Students are returning to higher education at a record number, especially in the area of virtual learning (Babson, 2013). While their reasons may vary, majority of their reasons focus on job mobility, career development, as well as a sense of their own meaning of work. According to authors on the topic of meaning of work (Chalofsky, 2003), people may be tired of working for others, but sense an internal need for working for themselves. However, the key in their search is finding their own niche, enough training to help them in this personal endeavor and connecting to the right network of social capital. However, with the onset of newer technology, social media and growing consciousness of immediate gratification, even educators are seeing a growing need in the adult learning population to see changes in the way education is presented, implemented and nurtured. Can new learning approaches signify a change in education for the learner and educator, and can educational institutions make immediate and future changes?

With the introduction of more educational technology over the decades, the presentation of material has changed dramatically in some educational institutions, while restricted in others per the oversight of educational administrators and steadfast instructors. This presentation will challenge the current status quo and demonstrate how one virtual course, over the past ten years, has substantially changed their course offer in one key graduate-level business course in consulting to connect content knowledge with technology to awaken student skills that traditionally have been limited to research papers and small "limited" projects. This presentation overview how the instructor was able to overhaul a traditional educational course and add in a special application project that not only met all learning



outcomes, but provided an extra element of “unexpected” discovery for the students. Students were given the tools and steps to help create their own virtual consulting business in order to thoroughly understand the inter-workings of business creation, implementation, and ongoing dialoguing throughout the course to help simulate how a consultant goes from step one to business while learning the use of social media, virtual networking, and importance of consulting principles.

**Keywords:** Career Development, Consulting, Adult Learners, Online Learning

## THE LEADERSHIP MODEL AT MALAYSIAN HIGHER PUBLIC INSTITUTIONS: A PROPOSED FRAMEWORK

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### Abstract

The major challenges for the higher education institutions are to attract excellent students and staff, changes in training needs, using modern pedagogical techniques, the rising demands of students and the public, and the surging education expenditure. Many scholars strongly believe that this new environment needs individuals who can lead themselves, faculty, and the university, thrive on the change, encourage innovation, promotes trust and learning and finally, bring the organization successfully into the future. Parallel with this trend, the Ministry has given great attention on the issue of leadership in Malaysian higher public education institutions. Past studies on leadership was influenced by the conventional perspective. Recently, however, Western scholars have proposed a new idea of an authentic leadership theory. In contrast, scholars have debated that Islam, as a nizamul hayah, has offered the most complete leadership model based on its high ethical system and religious teaching. Previous studies also showed that effective leadership was influenced by several factors such as emotional intelligence. Another significant issue is organizational culture. Therefore, the purpose of this study is to propose an Islamic Leadership model and examine the effect of organizational culture on the relationship between emotional intelligence and an Islamic leadership in Malaysian higher public institutions. The study intends to use qualitative and quantitative methods as this approach can give clearer answers of the research questions. The study seeks to show how an Islamic leadership model could serve as a useful platform in running an organization.

**Keywords:** Islamic Leadership Model, Emotional Intelligence, Organizational Culture

# **ADVANCING INDUSTRIAL/ ORGANISATIONAL PSYCHOLOGICAL SCIENCE BY EMBRACING COMPLEXITY AND MODERNISING METHODS: A COMPLEX ADAPTIVE SYSTEMS APPROACH**

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## **Abstract**

Many have recognised substantial emerging practice, ethical and structural scientific issues in Industrial and Organisational (I/O) Psychology science; however, few have offered solutions. This paper reviews I/O Psychology alongside the model of physics science in order to draw out challenges and explore solutions. This develops a new approach to the science, beyond the current over-reliance on simple questionnaire methodology and general systems theory which fails to reflect the dynamic nature of human life. This paper challenges the science to: improve its usefulness, link to social outcomes to improve ethics and explore pressing real world complex problems caused by organisations. In addition, the science is asked to embrace new methodologies, including agent-based modelling and complex adaptive systems theory, to both address the structural authenticity of the science, and create connections to a wider collection of human behaviour scientists.

**Keywords:** Psychological Science, Complexity, Philosophy of Science, Agent Based Modelling



*Education*



**Abstracts**

# **JOB SATISFACTION LEVEL OF KTO12 TEACHERS UTILIZING MULTIPLE STATISTICAL TOOLS**

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## **Abstract**

Kto 12 Basic Education Program (BEP) in the Philippines is in its three years of implementation with- this school year 2015- 2016. A lot of issues and challenges have been met along the way before it was put into law known as Republic Act 10533 or the Kto12 Enhanced Basic Education Program. Such law required not only school leaders, but also teachers to undergo various trainings to ensure the effective transfer of Kto12 teaching- learning process. Teachers serve as the main key players in the K to 12 teaching – learning improvement. To continuously improve, to better serve its stakeholders primarily the Kto12 learner is the top most priority of the Department of Education in providing quality basic education resources.

On the other hand, are K to 12 teachers satisfied and happy in their jobs as being the new Kto12 teachers of the 21st century? Teachers' job satisfaction is one of the most important issues for all school learning institutions, especially that the coming implementation of senior high school will be started in 2016 onwards. They are the catalysts, facilitators and instruments of improving and bringing change in the minds of our lifelong learners.

The main purpose of this study is to give K to 12 teachers a chance to tell how they feel about their present, new job, what things they are satisfied and not satisfied with. It aims to (1) find the level of their job satisfaction, (2) help to improve their job satisfaction status in terms of: security, work environment, job responsibilities and community attachments and (3) gather information on which particular job satisfaction survey questionnaire can

be further improved by the school leaders in managing human resources as perceived and viewed by all teacher respondents and (4) demonstrate the utilization of multiple statistical tools in finding the significant difference and relationships among selected variables. These instruments are T-test, F-Test (ANOVA), Pearson's R, Spearman's rho and chi square.

**Keywords:** Job Satisfaction, Security, Work Environment, Job Responsibilities, Community Attachments.

# TEACHERS PORTAL OF UFSCAR: A BRAZILIAN EXPERIENCE OF TEACHER EDUCATION AND ONLINE PROFESSIONAL SUPPORT

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## Abstract

This article aims to report the experience of Brazilian website Teachers Portal of UFSCar ([www.portaldosprofessores.ufscar.br](http://www.portaldosprofessores.ufscar.br)), to explore the potential and possibilities offered by this proposal to teacher professional development and to point challenges to be overcome in the context of internet use as a training space. The theoretical framework is based on considerations about distance education in Brazil and its use according to the needs of achieving goals related to teachers' number in this country. From this perspective, in 2004, the Teachers Portal of Federal University of São Carlos was created, dedicated to professional development of teachers in early stage as well as experienced ones. It is also a propitious place to research about teacher learning and other topics. Data gathers information on the general profile of registered users, the available sections on Portal and the courses offered by the site that focus on continuing teacher education. This information indicates the Portal as an important tool for teacher professional development, which serves a large number of people. However, some facts as the high demand, the lack of trained professionals and evasion are challenges to be overcome. On the other hand, the Portal contributes to research related to teacher training and teacher learning, besides being a material repository, source of experience reports and other open access resources that provide knowledge and sharing of ideas to users, who can also contribute to the construction of each section. The Teachers Portal is an environment of training and research that is constantly evolving.

**Keywords:** Teachers Portal of UFSCar; Distance Education; Teacher Education; Teacher Professional Development; Teacher Learning.

## **eLEARNING INITIATIVES IN DELIVERING THE UNDERGRADUATE PHYSIOTHERAPY EDUCATION PROGRAM IN PAPUA NEW GUINEA**

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### **Abstract**

Formal medical and health care education or training in Papua New Guinea is provided by two universities and various colleges in the country. Divine Word University (DWU) is one of the tertiary educational institutes where the modern technological systems are used for teaching and learning purposes. Additionally, the university's library is equipped with electronic databases and online resources which are aimed to provide high standards of education. In the virtue of establishing a green university, DWU has initiated the paperless environment to provide an avenue to encourage the use of electronic media. E-Learning educational environment was established with the resources such as laptops, overhead projector, simulation and multimedia rooms with internet access. Blended learning approach was also integrated in teaching and learning practices. Therefore, the use of electronic resources has allowed the access of information in the global context and adapting it to local practice. Hence, this article aims to describe the utilization of the information communications technology and e-resources, with the emphasis of such practice in physiotherapy teaching and learning methodologies at DWU, the only university to train physiotherapists.

**Keywords:** eLearning; Allied Health; Developing Countries; Tertiary Education; Technology; Teaching.



# TEACHING ORGAN TRANSPLANTATION TO CHILDREN FOR FOSTERING ZAST FOR LIVING AS SCHOOL HEALTH EDUCATION

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## **Abstract**

In spite of the amendment of organ transplantation and its increase of the number of donors, especially child donors, the number has not increased. The questionnaire results indicated that even adults could not decide nor express their will due to the lack of knowledge about brain death and organ donation. By amendment of the law, children can become donors, so they need proper knowledge to decide and exercise their will in case of brain death. Families wish to respect a dying person's will. However, it is difficult for children to decide, but it is not good that other persons (i.e., parents) decide instead of the children themselves. Therefore, it is important for children to be able to exercise their will even though they are young. The answers of respondents who would become school teachers in the near future compared with those of ordinary persons indicated that 1) it is important to teach children the facts; implementation, safety, and risk of organ transplantation and how to exercise their will and 2) children should be taught how to decide by themselves and exercise their will to donate organs, not increase the number of children's organ donations. In order to attain those educational aims, collaboration of several lesson styles is better than using only one method.

**Keywords:** Child Donors, Organ Transplantation, School Health Education.

## SEARCHING “LIFE JACKETS” FOR FUTURE VULNERABLE YOUNG LEADERS

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### Abstract

The number of youth suicide cases has been rising sharply in Hong Kong. The surging number of tertiary students among the youth who committed suicide is alarming. The objective of this conceptual paper is to explore the association among adolescents' perceived academic performance, peer support and resilience to their suicidal ideation. The Asian culture places much emphasis on youngsters' academic performance. This pressure on students to excel academically results in stress which is expected to adversely affect their mental health and well-being. The advancement in digital technology may have worsened the situation. Adolescents of this generation grow up in a digital world and Internet age. Communication over the Internet and social media allows them to read only things that fit their tastes. In addition, they may “unlike” or “unfriend” things that they do not like. This lack of appreciation of complicated and holistic views leads to a decline in their interpersonal skills and further reduces their resilience to handle stress and failure. The literatures indicate that peer support may act as a protective factor to shield adolescents from risk behaviors such as suicidal ideation. A supportive friendship network may play an important role to substitute for needed support from family. The simultaneous effects of perceived academic performance, peer support and resilience on suicidal ideation are being discussed. This paper fills the gap of the lack of related research focusing on adolescents in tertiary education in Hong Kong and provides an additional perspective to curtail the high suicide rates of students.

**Keywords:** Tertiary Students, Hong Kong, Suicide

# FACTORS INFLUENCING KNOWLEDGE TRANSFER AMONG INTERNSHIP STUDENTS USING FACEBOOK

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## **Abstract**

Keeping in contact with and sharing knowledge ubiquitously among peer students and teachers during professional internship are utmost important in supporting students both cognitively and affectively to overcome difficulties in their new workplaces. This paper examines the potential factors and its relative impact on influencing the effectiveness of using Facebook as a knowledge-sharing tool during students' professional education. A case study was implemented to study a group of university students' perspectives on using Facebook in their internship. The findings are presented in 4 dimensions, ranging from Human, Policy, Technology, and Knowledge aspects as the theoretical framework with 17 potential factors identified. Among the findings, Social Tie got the highest impact in Human aspects as Facebook could create a peer support network among students. Scaffolding reflections has the highest impact among Policy factors because guidance can assist students to formulate content for their reflective journals. Facebook's News Feed function has been recognized as the highest influence among Technology factors because this function enables students to be updated instantly and frequently on the latest development within the internship activities. Explicit knowledge transfer reached the highest impact among Knowledge factors as students can apply Information Management related model into their working situations.

All in all, the findings of the study also proved that factors from the literature are applicable to the professional experience internship context. This study provides insights for universities to better utilize Facebook to support knowledge transfer in students' internships. The theoretical framework used in this study may serve as a basis for further research on the use of Facebook for knowledge transfer.

**Keywords:** Knowledge Transfer, Knowledge Management, Facebook, Professional Experience, Internships

## THE DEVELOPMENT OF TEACHING KIT FOR INTRODUCTORY PROGRAMMING IN SCHOOLS

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### **Abstract**

As the problem of teaching and learning programming continues in tertiary education, tools and approaches are often proposed and developed. This paper describes the development of a teaching and learning package for introductory programming in schools. The teaching and learning package consists of a teaching module and an embedded board training kit. Lessons plan is also described so the effectiveness of the package as designed can be maximized. The lessons are supposed to invoke students' interest in programming, cooperativeness in finding solutions and hence, enhance their learning experience. The teaching module and training package were tested and results were briefly described.

**Keywords:** Teaching and Learning Programming, Programming in Schools, Embedded Systems.

# INTERACTION EFFECT OF CO-OPERATIVE LEARNING MODEL AND STUDENTS' IMPLICIT THEORY OF INTELLIGENCE ON STUDENT ENGAGEMENT IN MATHEMATICS

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## **Abstract**

The study seeks to ascertain whether co-operative learning model is equally effective in enhancing student engagement for students with having high and low levels of Implicit Self Theory. The study uses factorial design for conducting the experiment. The experiment was conducted on 161 students of standard IX studying in schools affiliated to the SSC Board and with English as the medium of instruction. It has used two tools, namely, student engagement in mathematics and Implicit Theory of Intelligence Scale. The researcher has developed an instructional programme for co-operative learning. The techniques used to test the hypotheses include ANCOVA. It was found that in the experimental group taught by co-operative learning, there was no difference between students with high and low scores on Implicit Theory of Intelligence in the cognitive, affective and behavioural engagement. It implies that the co-operative learning model is equally effective in enhancing student engagement in mathematics among students with high, as well as low levels of implicit theory of intelligence. On the other hand, traditional teaching was found to be more effective in enhancing cognitive and effective engagements of students with a low score on implicit theory of intelligence as compared to those with a high score on implicit theory of intelligence. Behavioural engagement of students in the control group was found to be lower in cases of students with high level of Implicit Theory of Intelligence as compared to those with a low level of Implicit Theory of Intelligence. Besides, it was found that the effect of the co-operative learning model on students' cognitive and effective engagement is high, whereas on their behavioural engagement, it is moderate. As compared to the traditional method of teaching, the co-operative learning is found to be more effective in enhancing cognitive and behavioural engagement for students with entity and incremental theory of intelligence.

**Keywords:** Co-operative Learning, Implicit Theory of Intelligence, Student Engagement, Mathematics.

## INTERACTIVE EFFECT OF META-COGNITIVE STRATEGY-BASED INSTRUCTION IN MATHEMATICS ON META-COGNITIVE AWARENESS OF STUDENTS

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### Abstract

This paper attempts to ascertain the interactive effect of meta-cognitive, strategy-based instruction in mathematics on student-outcomes. For this purpose, an intervention programme based on meta-cognitive strategies was developed for students of standard eighth. The intervention programme lasted for about 35 hours spread over eight weeks. The aim of the research was to ascertain whether meta-cognitive strategies instruction facilitates meta-cognitive awareness in students. Paper-pencil tests were used in study. The participants of the study included 135 students. The study consisted of one experimental group consisting of 69 students and one control group consisting of 66 students. The experimental group received the intervention programme and the control group received the traditional, lecture-based, teacher-centred instruction. The data were analysed using the statistical technique of ANCOVA. Meta-cognitive awareness in form of knowledge about cognition and regulation about cognition of students in mathematics is found to be significantly influenced by the intervention programme. The effect size of the intervention programme is high, in the case of knowledge about cognition and is moderate in the case of regulation about cognition of students.

**Keywords:** Meta-Cognitive Awareness and Meta-Cognitive Strategies

## PROSPECTIVE TEACHERS' ATTITUDE TOWARDS ENGLISH

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### Abstract

This paper attempts to ascertain the interactive effect of English language communication skills intervention program and the medium of instruction at schools of B.Ed. students on their attitude towards English. For this purpose, an intervention program, based on English language communication skills of about 40 instructional hours, was developed for B.Ed. students. A researcher-made rating scale was used to measure students' attitude towards English. A personal data sheet was prepared by the researcher for B.Ed. students to gather the information of student-teachers' medium of instruction in school. The participants of the study included 70 B.Ed. students in the experimental and control groups each respectively. The experimental group received an intervention program, whereas the control group did not receive any such program. The data was analyzed using ANCOVA. The instructional program was effective in enhancing attitude towards English in B.Ed students. The effect size of the intervention program on attitudes towards English language is 2.21 which is high in magnitude.

**Keywords:** Attitude towards English, English Language, Medium of Instruction at School.

## REFLECTIVE PRACTICES: A MEANS TO TEACHER DEVELOPMENT

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### **Abstract**

Reflective practice is a process that can facilitate teaching, learning and understanding and it plays a central role in teachers' professional development. When student teachers carry out systematic enquiry into themselves, they will understand themselves, their practices and their learners. By constantly looking into their own actions and experiences, they can professionally grow in their own. In this study, researchers conducted a qualitative research to see the effectiveness of reflective practices in the development of student teachers. The study examined how the teacher as an educator created opportunities for student teachers to develop their reflective practices in their teaching practice sessions. This paper attempts to establish that reflective practice is key for student teachers to explore themselves and which leads to their professional development.

**Keywords:** Reflective practices, Reflective teaching, Student Teachers, Teacher Development



# USING FACEBOOK TO DEVELOP THAI STUDENTS' ENGLISH SKILLS

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## **Abstract**

Since the world has stepped up to the 21st century, technological advancement affects all humans on earth, including English students and teachers. This study explored ways of using Facebook to develop the English skills of Education students studying at the Faculty of Education in Thailand. The research was aimed at non-English major students attending the English course. The main objectives were to study a real need to use Facebook; to examine different ways of using Facebook; and to find out any problems associated with using it with regard to improving Thai students' English. The analysis of data through the use of questionnaire revealed that the students realize that they need better English skills to use Facebook faster to keep up-to-date with news. With regards to their studies, the students benefit from using Facebook because it encourages them to pay more attention to their subjects and be better prepared to learn new materials. For how to use Facebook, the students normally use it for pleasures or entertainment: playing games; listening to music; or sharing photos, rather than for their university studies.

**Keywords:** English skills, Facebook, Thai Students.

## THE IMPACT OF STUDENTS' MATHEMATICS BACKGROUND ON THEIR PERFORMANCES FOR STUDYING COMPULSORY MATHEMATICS/STATISTICS SUBJECTS IN THE COLLEGE

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### Abstract

Study of mathematics and statistics is not compulsory in the curriculum of senior secondary Education; however, college freshmen are always having diverse mathematical backgrounds. Educators in Community Colleges in Hong Kong face significant challenges in teaching students, particularly students with lower level of numeracy. In order to better understand students' mathematics/statistics background so as to enhance their quantitative and analytical skills and to be numerically literate, the relationship between students' mathematics/statistics background and their performance in studying the compulsory mathematics/statistics subject in the College is investigated and presented in this paper. A survey was carried out for college freshmen who need to learn a compulsory mathematics and/or statistics subjects in academic year 2011/2012.

Information on students' mathematics and statistics background was collected. Details on the quantitative data obtained from the survey were summarized and discussed. Regression analysis was performed to calibrate the relationship. Results show that the relationship between students' mathematics/statistics background and their performance in studying the compulsory mathematics/statistics subject in the College is statistically significant. Analysis of data collected from students contributes to grow evidence that additional support from college to students, particularly those students with lower levels of numeracy is of prime need. Moreover, the results give some insight to help college lecturers explore multiple

ways to assist students in strengthen their numeracy. Thus, it is hoped that with the better understanding of the students' mathematics and statistics background, this would contribute to students' learning effectiveness by improving their mathematical ability, their learning in the college and lifelong learning ultimately.

**Keywords:** Mathematics, Statistics, Numerate Literacy, and Learning.

## CRISIS MANAGEMENT OF PRIVATE ELEMENTARY SCHOOL ADMINISTRATORS

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### **Abstract**

This study is focused on the investigation of the extent of crisis management of the 168 respondent-school administrators who responded to a Questionnaire, developed and validated by the researcher. The following are the salient findings in this study: The typical respondent- school administrators of this study are 50-59 year old, female, married, with baccalaureate degrees consisting of units leading to a Master's degree and with 7-9 years of service as administrators. The respondents have extensive crisis management in connection with personnel and related to knowledge, technical skills, and attitude. The extents of crisis management of the respondents significantly differ from each other, in the areas related to knowledge, technical skills, attitude and physical facilities, across the variable 'age.' Their extents of CM also differ across the variable 'sex' in the areas related to knowledge, technical skills and attitude.

**Keywords:** Behavioral Practices, Student Teachers, Internship Program

# TEACHING PROFESSION AND ETHICAL PRACTICES AS PERCEIVED BY THE GRADUATE SCHOOL STUDENTS

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## **Abstract**

The study used the descriptive method of research. The level of perception of the respondents on the problems formulated were taken using the weighted average point and the ethical practices, ranking was used in the different indicators of the different concerns. The following are the findings of the study: 1. The respondent-teachers considered teaching as a profession; 2. The teachers stay in the profession for varied reasons; teaching offers a lifetime career, makes teachers happy because it satisfies one's personal interest. Teaching also gives a feeling of self-fulfilment and is a dignified means of earning a living; 3. The motivational needs satisfied why teachers stay in the profession are: offers job security, receives additional compensation like hardship and hazardous allowance; offers tangible rewards and recognition for performance based advancement and teachers enjoy leave credits like special leaves.

Based on the findings of their study, the following conclusions were drawn: 1. Teaching is a specialized body of knowledge making it a true profession; 2. The respondents believed that teaching is the noblest of all professions and this belief made their most reasons to stay in the profession; 3. The greatest motivational needs satisfied why teachers stay with the teaching profession in job security; 4. Most of the ethical standards prescribed by the Code of Ethics for Professional Teachers and Code of Conduct and Ethical Practices of Government Employees are practised by the teachers-respondents; 5. The ethical practices of public school teachers vary in rank in the different aspects, teachers as personal beings, teachers as social beings, teachers as economic beings, teachers as political beings and teachers as relational beings.

On the basis of salient findings in this study and the conclusions drawn, the following are hereby recommended; 1. Teachers are duly licensed

professionals and teaching has been considered the noblest professions, this could make teachers be proud and maintain the highest ethical standards so it will stay as the noblest profession; 2. These should be continuous training development program in Values Education to enhance and harness public service values of teachers to be effective servants; 3. These should be a periodic review and evaluation by the DepEd of compensation, benefits, incentives, recognition and awards given to teachers to insure that whatever is granted to them are responsive to their needs as personal, social, economic, political and relational beings; 4. Teachers should serve as models in the adherence of the Code of Ethics for Professional Teachers; 5. School administration should provide the needed opportunities which would provide motivations for teachers; 6. Similar studies be conducted using other variables.

**Keywords:** Teaching Profession, Ethical Practices.

# BEHAVIORAL PRACTICES OF TEACHER EDUCATION STUDENTS: BASIS FOR ENRICHING INTERNSHIP PROGRAM

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## **Abstract**

Using two hundred (200) student-interns of the Urdaneta City University Urdaneta City, Pangasinan and ninety (90) co-operating teachers involved in the student teaching, this study aimed at determining the behavioural practices of the student-teachers. Specifically, the students sought to ascertain the extent of internalization of behavioural practices by the students as assessed by the cooperating teachers and the student-teachers themselves.

On the basis of the problems raised, the following were the findings: 1) The youngest student teacher was 19 years old and the oldest was 37 years old, majority of the student respondents were females, Roman Catholic, had an average monthly family income of above P11,000. Student's mothers (72 or 36 percent) and fathers (70 or 35 percent) were of the high school level of education; 2) All the values considered in the study, such as Punctuality, Love of Work, Respect for Authority, and obedience to Laws and Regulations Promulgated by the School Authority were assessed as "highly internalized" by both the cooperating teachers and student-teachers with mean rating broken down as follows: 1.63 and 1.58 for punctuality, 1.55 and 1.63 for love of work, 1.37 and 1.49 for respect for authority, and 1.35 for obedience to laws and regulations promulgated by the school authority;

The following recommendations are offered on the bases of the conclusions for a possible course of action: 1) teacher education institutions particularly UCU should find a way to attract the male student teachers to enrol in the education program, particularly by giving some kind of incentives like scholarships; 2) the school should endeavour to maintain their education program, particularly on the formation of good values in order for the

students to also maintain their ‘high’ internalization of such values; 3) regular monitoring of student teachers should be done so that the students will feel the real importance of their actions. Possibly, seminars/workshops on interpersonal relationship should also be conducted to strengthen further the harmonious relationship between the cooperating teachers and the student teachers; 4) a similar study is recommended using another set of values to ascertain the extent of internalization by the student teachers.

**Keywords:** Behavioural Practices, Student Teachers, Internship Program.



# THE EDUCATION OF EXCEPTIONAL CHILDREN IN PUBLIC ELEMENTARY SCHOOLS IN REGION I

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## Abstract

The study was conducted in public elementary schools that give special education for the exceptional children in the different schools in Region I. The respondents are administrators and special education teachers who are directly involved in special education programs for exceptional children.

The descriptive - normative - survey method was used in this study and it was supplemented by informal interviews among the administrators and the special education teachers and library research for related studies.

The study was conducted to assess and evaluate the education of exceptional children in the public elementary schools in Region I for the school year 2014 - 2015. Specifically, it determined the 1) extent of attainment of the objectives in educating the exceptional children in Region I; 2) extent of effectiveness of the teaching methods, techniques and strategies in educating the exceptional children in Region I; 3) extent of effectiveness of the different special education programs in educating the exceptional children in Region I; 4) extent by which the services are provided by the ancillary personnel in the education of exceptional children in Region I; 5) level of adequacy of instructional materials, equipments, and facilities use in educating the exceptional children in Region I; 6) degree of seriousness of the problems encountered in educating the exceptional children in Region I; and 7) degree of need of the measures to improve the education of exceptional children in Region I.

Based on the data gathered, treated and analyzed, the following findings were presented. Firstly, the school administrators and the special education teachers perceived that the objectives in educating the exceptional children are moderately attained as shown by the weighted mean of 4.01 and 4.02, respectively; the school administrators and the special education teachers perceived that the methods and techniques are moderately effective as shown by their total weighted mean of 3.67 and 3.84, respectively; the

school administrators and the special education teachers perceived that the different special education programs are very effective as shown by the total weighted mean of 3.84, and 3.92, respectively; the school administrators and the special education teachers perceived that the ancillary personnel services are moderately provided as shown by the total weighted mean of 3.03, and 3.04, respectively; the school administrators and the special education teachers perceived that the instructional materials, equipments, and facilities, are moderately adequate as shown by the total weighted mean of 3.09, and 3.05, respectively; the school administrators and the special education teachers perceived that the problems encountered in educating the exceptional children are moderately serious as shown by the total weighted mean of 3.36, and 3.32, respectively; and the school administrators and the special education teachers perceived that the measures to improve the education of exceptional children are significantly needed as proven by the total weighted mean of 4.07, and 4.03, respectively.

Based on the findings, the following conclusions were drawn. the objectives in educating the exceptional children are moderately attained; the methods and techniques in educating the exceptional children are moderately effective; the different special programs in educating the exceptional children are very effective; the ancillary services in educating the exceptional children are moderately provided; the instructional materials, equipments, and facilities are moderately adequate; the problems encountered in educating the exceptional children are moderately serious; and the measures needed to improve the education of the exceptional children are significantly needed.

Based on the findings and conclusions, the following recommendations are that the objectives in educating the exceptional children should be fully attained by the special education teachers with the sincere support of the school administrators, parents and patrons; the special education teachers should use the appropriate methods and techniques that will meet the needs of each group of exceptional children; the different school programs should be implemented to the maximum since these are perceived to be very effective in educating the exceptional children; the ancillary personnel should further provide the services required by the exceptional children; the instructional materials, equipments and facilities should be very adequately provided by the administrators, SPED teachers and the parents; the problems encountered in educating the exceptional children should be solved by the administrators, SPED teachers, and parents; the administrators, special education teachers, parents and the ancillary personnel should fully implement the measures to improve the education of exceptional children.

Keywords: Education of Exceptional Children, SPED Teachers.

## EDUCATIONAL RESOURCES OF COLLEGES OF NURSING IN REGION I: BASIS FOR A PROPOSED DEVELOPMENT PROGRAM

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### **Abstract**

This study determined the educational resources of colleges of nursing of Region 1 as perceived by the Deans, Faculty, Librarians and students. It also focused on the level of adequacy of educational resources; extent of utilization of educational resources, relevance and responsiveness of educational resources and proposed enhancement program of Colleges of Nursing.

Based on the findings, most of the faculty of nursing had earned units in the Master of Arts in Nursing; 255 of them have a teaching load of 21-24 units while 162 have a teaching load of 25 and above units; 413 have other designations/ assignment, 384 or 87.67 are temporary in their appointment status and 408 or 93.15 are with 1-5 years in service and most of the faculty, 282 or 64.16 percent were females and 157 or 35.84 were males. Most of the librarians were females, married, with Master of Science in Library Science, majority of them have other eligibilities and most of them had 4 years and above, experience and most of them were permanent in their positions.

The level of adequacy of educational resources was rated by the Deans with very highly adequate, and for faculty and students as highly adequate. The instructional materials, base hospital and other facilities were rated by the deans as "very highly adequate" and "highly adequate" were rated by the students and faculty.

With regards to the utilization of Rural Health Units, again the Deans rated as very highly utilized and the faculty and students rated as highly utilized. Relevance and responsiveness of human resources was rated by the deans as "always" and "often" by the students and faculty. Whereas relevance and responsiveness of non-human resources was rated by the dean as "always" and "often," it was also rated by faculty and students. It is further

recommended that Deans and faculty of different colleges of nursing should pursue their higher degree of education as required by the Commission on Higher Education. In terms of the level of adequacy of educational resources and instructional materials, it must be improved to maximize their utilization, particularly in the use of base, affiliating hospitals and Rural Health Units.

**Keywords:** Educational Resources, Development Program

# ORGANIZATIONAL PERFORMANCE OF HIGHER EDUCATION INSTITUTIONS IN PANGASINAN

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## **Abstract**

This study was conducted to determine the profile and organizational performance of higher education institutions (HEIs) in Pangasinan along quality and excellence, relevance and responsiveness, access and equity and efficiency and effectiveness. This study made use of the descriptive research design. The research instrument was answered by 30 administrators, 711 faculty, 469 non-teaching staff and 1,689 students. Statistical tools such as means, frequency counts, percentages, t-test for independent samples and Pearson Product Moment Correlation were used in analyzing the data. Findings show that the majority of the Higher Education Institutions (HEIs) in Pangasinan were classified as small, young and operating on a small internal operating budget. The level of performance of the HEIs administrators, faculty, non-teaching staff and students with respect to all the indicators ranged from “moderately high” to “high”. The performance of HEIs with respect to quality and excellence, relevance and responsiveness, access and equity was “moderately high but “low” along with efficiency and effectiveness. The administrators, faculty, non-teaching staff and students differ in their performance along quality and excellence, relevance and responsiveness, access and equity and efficiency and effectiveness. The years of existence of the HEIs is related to the performance of the administrators, faculty and non-teaching staff. Based on the findings, it is concluded that the Higher Education Institutions in Pangasinan are performing and attaining the goals/indicators of quality and excellence, relevance and responsiveness, access and equity, and efficiently and effectively at a high level, despite their small internal operating budget and being young in this endeavor. However, there is still room for improving the performance to a higher level along those indicators. Years of existence of the HEIs as an institution is related with the performance of HEIs. It is recommended that the HEIs must continuously review and enrich their curricular programs, implement a purpose-driven staff and faculty development program, and strengthen the Research and Extension activities by way of the infusion of additional budget and incentives for the faculty members.

**Keywords:** Organization, Performance Indicators, Higher Education Institutions, CHED Goals

## CONFLICTS AND RESOLUTIONS OF SCHOOL ADMINISTRATORS: BASIS FOR AN INNOVATIVE, ADMINISTRATIVE PROGRAM

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### **Abstract**

The role of a school administrator is highly significant in the success of an educational institution. Among the key responsibilities of school managers, some include shaping a vision of academic success of students; creating a climate hospitable to education; cultivating leadership in others; improving instruction; and managing data, people, and processes. Because so much is being asked of those in leadership positions, it should be acknowledged that they also need support in order to do their jobs more effectively. It is also crucial to study the challenges that the administrators face related to their key positions in order to formulate innovative administrative programs that enhance their professional development.

This study particularly dealt with the conflicts or challenges faced by school administrators in the two districts of Urdaneta City Division, Urdaneta City, Philippines. It also sought to understand the resolutions that they have undergone to minimize the conflicts they have experienced.

The descriptive method of research was used and the questionnaire checklist was used in gathering data. The frequency counts, percentages, weighted mean, average point and ANOVA (Analysis of Variance) were the statistical tools used in the analysis of data and the Coded Pearson Product-Moment Correlation Coefficient ( $r$ ) was used.

Based on the results of the study, the findings on the profile of the subjects of the study include; 95% of the respondents are 35 years old & above, 77.8% are female, 91.9% are married, 68.9% are finished in their graduate studies, 62.2% have been school managers for 6 or more years, 91.1% supervise at least 6 teachers, and more than 82.2% have attended relevant trainings in the district, division, regional and national level, but none attended a seminar in the international level.

It was also found that these school administrators encountered moderately serious conflicts along Work Requirements (WM = 3.08) Relationship with Co-School Manager (WM = 2.91), Relationship with Higher Authorities (WM = 2.89), Relationship with External Stakeholders (WM = 2.99) and Disaster Preparedness Management (WM = 3.03). This finding shows that the school managers have the least conflict along Relationships with Higher Authorities. This could be attributed to the fact that school managers should deal smoothly with higher authorities because they are their superiors. Good relationship with higher authorities heightens morale and self-confidence needed in successful accomplishments of goals. However, the school managers have the greatest problem along Work Requirements. As expected, school managers have varied roles and responsibilities and hence, good time management is needed to lessen this problem.

The resolutions implemented by the school administrators in dealing with the conflicts they encountered have an overall weighted mean of 2.63 which can be interpreted as moderately implemented. Hence, there is a great need to improve the conflict management practices of the said school managers in order to make sure that they can deal properly with the different conflicts that they face.

It can also be gleaned from the results of the study that there are no significant relationships between the degree of seriousness of the conflicts experienced and the level of implementation of the resolutions applied. Thus, in this case, the degree of seriousness of the conflicts experienced by the respondents does not depend on the level of implementation of the resolutions they apply. This may be due to the fact that the level of implementation of the school administrators regarding the conflict resolutions is not that intensive. Hence, the strategies and coping mechanisms of these school managers should be improved, strengthened and intensified to see its effect to problem management.

There are also no significant differences in the respondents' degree of seriousness of the conflicts experienced when they are grouped according to their profile variables. This means that the degree of seriousness of the conflicts experienced by the school administrators does not vary based on their profile.

Finally, some strategies were drawn by the researcher to enhance the conflict resolution of school administrators along the different areas which include a) Execute in-service trainings and seminar-workshops along conflict management with video presentations; b) Encourage, motivate and inspire

school managers to conduct researches along Relationship with Co-school Managers to improve interpersonal relationship and organize team building activities to promote camaraderie among colleagues; c) Conduct regular trainings on current management and leadership concerns, specifically discussing the Code of Ethics of Professional Teachers; d) Administer open forums on management practices along public relationship with external stakeholders through community assemblies with Parent-Teacher Association (PTA) officials, community people and non-government organizations; and e) Carry on massive information dissemination on the strategies to minimize the risks and hazards of disasters among parents, teachers and students using interactive gadgets and tools.

**Keywords:** Conflicts, Resolutions, Administrative Program.



# DISASTER RISK REDUCTION MANAGEMENT PRACTICES OF SCHOOL MANAGERS

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## **Abstract**

This study determined the level of disaster risk reduction management practices of school managers in the public elementary schools of the different divisions of Pangasinan, SY 2015-2016. The researcher arrived at the following findings: 1) majority of the respondents belong to the age bracket of 61 years old and above that is 62 or 42.2 percent, married that is 113 or 76.9 percent, earned their master's units that is 48 or 32.7 percent, have 11-15 years' experience as school managers, and attended relevant trainings in all levels. 2) The level of disaster risk reduction management practices of public elementary school administrator obtained an over-all weighted mean of 4.20 which is rated as "Practiced".

The following recommendations are hereby presented: 1) a well-managed development program on disaster management should be organized by the DepEd. This is necessary to improve the disaster risk reduction management practices of school managers in their schools and communities. 2) The very good practices of school managers in disaster risk reduction management should be continued and expanded. 3) more intensified training program should be designed, formulated and implemented to upgrade the skill and competencies of school managers in managing disaster risk reduction in the school, as well as in the community. 4) Other studies should be conducted to work into other aspects of disaster risk reduction management using variables in a wider scope.

**Keywords:** Disaster Risk Reduction, Management Practices.

## DESCRIPTIVE WRITING USING THE PROCESS-GENRE APPROACH

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### **Abstract**

Process-based and genre-based approaches both profess to improve the writing proficiency of students. However, if combined, the strengths of one could supplement the limitations of the other. In this study, the process-oriented approach to writing and the structure-specific features of the genre approach were combined and implemented in a class to help students produce descriptive writing compositions. Using the approach, the plan of action involved six steps: preparation, modelling and reinforcing, planning, joint structuring, independent structuring, and revising. The pretest and posttest scores were considered to see if the students' performance in their descriptive writing compositions improved with the use of the process-genre approach. The data gathered were treated using percentages, mean differences, and t-values. Results show that the mean in the posttest is greater than in the pretest, signifying that there is a marked improvement in the descriptive writing compositions of students. Furthermore, the results using the paired t-test show that there is a significant difference between the pretest and the posttest. This implies that the process-genre approach helped students perform better in writing descriptive compositions.

**Keywords:** Descriptive Writing, Process-genre Approach, Travelogue Writing

# THE PROBLEM OF ENTRANCE EXAM-ORIENTED EDUCATION AND ITS SOLUTION PLANS IN KOREA

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## **Abstract**

There are two different views on the *raison d'être* of private education. Some consider it as a complement to public education for a proper investment in human capital, while others regard it as a competitive tool to enter prestigious universities. However, Korean-styled private education is closely related to the 'prerequisite learning' that cannot be explained by the two above-mentioned views: human capital investment and/or ranking competition. The aim of this paper is to examine the problems of entrance exam-oriented education which instigate private education and their solutions in Korea.

**Keywords:** Private Education, Public Education, Hagwon (private cram school), Prerequisite Learning.

## SENSITIVITY DOMAIN OF LEARNING FOR A SUSTAINABLE FUTURE

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### **Abstract**

The complex and intimate relationships among the technological products we consume calls for a sensitive attitude towards the values that underpin them. A blind eye towards the inevitable balance of the biosphere that sustains us can prove disastrous in the future. Majority of the social, moral, environmental and health issues of human life arise out of our lack of a responsive, caring and compassionate disposition towards various interacting elements associated to these realms.

Scientific sensitivity characterised by a sense of responsibility, sense of caring, compassion, empathy, respect, sense of belongingness, sense of critical awareness and sense of problem solving must be inculcated in pupils for solving various scientific issues. This can be done by raising them from mere 'awareness level' to the 'sensitive level' whereby they become 'responsible citizens' of the world through an 'attitudinal shift' from egocentric ethic to planetary ethic.

In the paper, the authors suggest the possibility of a new domain of learning – the Sensitivity Domain which aims at a shift from mere 'level of awareness' to a 'level of sensitivity' through 'personal experience' which enables the exploration and realisation of the interrelationship, interdependence and the interconnectedness of the various systems of the universe. The paper recommends important pedagogic strategies, both formal and informal, for developing scientific sensitivity in students. It also illustrates various models of science learning designed to sensitise students to conserve the resources and to discard the harmful.

**Keywords:** Sensitivity Domain, Scientific Sensitivity, Sustainable Future

# THE EFFECTIVENESS AND CHALLENGES OF MOOC FOR LEARNING

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## Abstract

The capacity of new web technologies in the twenty-first century has prompted the advent of online education on a massive scale, capable of reaching large numbers of learners in an apparently effortless manner. Such massive open online courses (MOOCs) are basically extensions from the activities of distance education. Wawasan Open University (WOU) as an open and distance learning University attempted its first MOOC by offering an online action research course. In order to assess the effectiveness of AR MOOC as an online distance learning offering, this research examines the participants' perceptions regarding their learning experiences throughout the course. The research employs the WOU MOOC Framework, comprising 3 focus elements - course delivery, course content and course facilitation- all of which are aimed at optimizing learner activities to fulfill learner expectations and develop desirable online learner attributes. 368 participants from 10 countries registered for the course which comprised 4 modules offered for learning over a period of 3 months. Data was obtained from an online questionnaire. Overall, 18.2% of course participants rated the MOOC experience of this course as 'excellent', and 69.7% rated it as 'good'. The main challenge of this action research MOOC was the sustainability of course participants for the whole duration of the course period and their completion rates. There was a slow take up from initial launch. In addition, the participation rate fell considerably as the course progressed. It was also found that learners registered more for downloading content rather than for participation.

**Keywords:** Action Research, Distance Learning, MOOC, On-line Courses, Open Education Resource.

## FACTOR STRUCTURE OF THE MTCS IN HONG KONG

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### **Abstract**

Hong Kong teachers are increasingly concerned about the challenges of meeting the diverse learning needs of students with ethnic-minority backgrounds, as the number of ethnic-minority students in Hong Kong is growing rapidly, with a 50% increase since 2007. These students usually come from disadvantaged socioeconomic backgrounds and often experience difficulties in learning and adapting to the school environment. This study investigates the perceptions of teaching competency in multicultural classrooms held by 421 teachers' at 16 schools in Hong Kong. The aims of the study are (a) to use confirmatory factor analysis to validate a culturally appropriate version of the Multicultural Teaching Competency Scale (MTCS), (b) to assess three types of multicultural-teaching competency, and (c) to provide recommendations for teacher-education institutes and policy makers on developing effective training in multicultural education. The results indicate that a tripartite model assessing skills, knowledge, and relationships, the core features of multicultural-teaching competency as assessed by the MTCS, offers a good statistical fit to the data obtained from a Hong Kong sample. Regardless of the extent of their training in multicultural education and their years of teaching experience, the teachers all identified multicultural-teaching relationships as the most important component of multicultural-teaching competency. Future researchers should examine the concurrent validity of the MTCS and the cultural contexts of multicultural-teaching relationships. Recommendations are also made in this study for incorporating the Confucian beliefs of fairness, justice, and equity into multicultural classroom environments to promote strong, supportive and harmonious interpersonal relationships.

**Keywords:** Multicultural-teaching Competency, Cultural Harmony, Emic/etic Considerations

# CULTURAL FACTORS INFLUENCING MALE AND FEMALE ELEMENTARY SCHOOL STUDENTS' LEARNING OF SCIENTIFIC CONCEPTS

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## **Abstract**

Culture influence on science teaching has not been discussed. This study aims at highlighting factors that influence the way elementary school students learn scientific concepts from teachers' perspectives. The data was collected from a relatively large representative sample of approximately 700 to 1000 of Saudi male and female science teachers in major cities in Saudi Arabia. Follow ups of in-depth, semi-structured interviews with a random sample of 20 participants allowed researchers to unpack the factors that influence students learning science and how these factors could be altered or developed to improve learning and give students the necessary skills to excel and be creative in science. The outcomes of this study indicated that comprehensive school and home culture will have to be developed to improve learning of scientific concepts. The results provided significant background knowledge for policy makers and curriculum developers in science education in Saudi Arabia.

**Keywords:** Science and Culture, Science Teaching in Saudi Arabia, Teaching in Saudi Arabia, Science Education.







ICT



# Abstracts

## FINANCIAL BIG DATA ANALYSIS BY SPARSE REPRESENTATION CLASSIFIERS

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### **Abstract**

Financial big data analysis has become a popular research field in recent times. Kernel machines (such as support vector machines, SVM) have demonstrated good performance in many areas of pattern recognition. However, the representation of traditional kernel machines is not sparse. A sparse model representation in machine learning is expected to improve the generalization performance and computational efficiency. Moreover, in big data analysis, high-dimensional and nonlinear distributed data generally degrade the performance of a classifier due to the curse of dimensionality, especially in financial distress predictions. To address these problems, this study proposes a novel system using kernel sparse representation classifiers (KSRC) to discriminate financial statement data. The statement data is first projected to a low-dimensional subspace and then, classified by the KSRC. Compared with other data mining systems, the proposed system performs best.

**Keywords:** Sparse Representation, Orthonormalized Partial Least Square Analysis, Dimensionality Reduction, Data Mining.

## A NEW APPROACH TO ENGINEERING EDUCATION: CPU PROCESSING MODEL

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### **Abstract**

In recent years, education environment has many new approaches that support learning and teaching. Some of them are general applicable theorems to all courses while some of them are domain-specific theorems. Domain-specific approaches are usable on one scientific subject. These type of approaches are more effective than others. Because, each area has different needs, different problems and needs, different teaching and learning methods are necessary. From a different viewpoint, Edgar Dale's cone of learning shows that people generally remember 90% of what they do. And if they learn by doing, they obtain analyzing, defining, creating and evaluating abilities. All these learning and teaching approaches point a domain-specific learning by doing education method. Therefore, we propose a new learning and teaching activity for university students. This method can be used for computer supported departments as computer engineering, informatics, management information systems etc. Computer aided courses need laboratory applications, especially in engineering education. Also, applying the theoretical knowledge helps the development of students on their career in educational environments. For these reasons, we have designed software for the microprocessor (CPU) course. It supports both experimental and gaming models.

**Keywords:** Teaching Method; Educational Material; Applied Learning; Learning by Doing; Higher Education; Computer Aided Learning; Engineering Education.

## ENHANCING CLOUD COMPUTING WITH SECURITY TRUST MODEL

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### **Abstract**

Cloud computing is a framework that allows the implementation and accessibility of computing resources such as networks, servers, storage, applications and services over the internet. Cloud Computing is a concept that presents many benefits for its users; however, it also brings about some security challenges which may slow down its use. In this paper, we will discuss some of those security issues that can stand as barriers to realizing the full benefits that cloud computing can bring and we are proposing a security trust model that could enhance the confidence that users need to fully trust the use of cloud computing and maximize the potential benefits that it offers.

**Keywords:** Cloud Computing, Security, Certificate Authority, PKI.

# MICROSERVICES ARCHITECTURE FOR TOUR ACTIVITIES APPLICATION

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## Abstract

Tour Activities Management Systems are currently an important issue in the Information Systems domain. In this paper, we show an architecture for the management of tour activities in the tourism area. This architecture was developed based on the study of most used software architectures. Based on this study of architectures, we decided to use the approach of independent services, like microservices pattern. This pattern is used to architect large, complex and long-lived applications. These applications are composed with multiple microservices when each one of them is a lightweight and independent service that performs single functions and collaborates with other similar services. The term microservices strongly suggests that the services should be the as small as possible.

**Keywords:** Architecture, Microservices, Tour Activities Management Systems.

## OPTICAL TECHNIQUES FOR FRONTHAUL NETWORKS

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### **Abstract**

This paper introduces various techniques for a new fronthaul network segment applied in centralized radio access networks (C-RAN) architecture. The promising fronthaul interfaces are described and are considered to meet physical requirements for the fronthaul network segment and to build a new radio access network solution. Various optical solutions, including CPRI (Common Public Radio Interface) over optical transport networks (OTN), CPRI over WDM (wavelength division multiplexing) rings /WDM-PON (passive optical networks), radio over Ethernet (RoE) and radio over fibre (RoF) are analysed and regarding parameters are presented.

**Keywords:** Fronthaul, Centralized Radio Access Networks, Mobile Communications.

## **MEDIA ETHICS IN PRINT MEDIA (Special reference to crime reporting case in Sri Lanka)**

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### **Abstract**

Mass media has arguably become the main source of news, entertainment, recreation and product information in the world. For many people, the media informs them about events that affect their lives. In this paper, we will define what we mean by ethics, in particular media ethics. Theorists often define ethics in terms of a set of principles of right or moral and conduct. Newspapers, broadcasters and journalists started to become more responsible for journalism and thought they should be held accountable. The written codes and practical standards vary somewhat from country to country and organization to organization, but there is a substantial overlap among mainstream publications and societies. Crime stories constitute the fourth largest category of stories for newspapers and television after sports, general interest and business which is an over-representation of the actual amount of crime occurring. The media is most likely to focus on stories that highlight the unique, sensational, extreme and those that have the potential to impact the greatest number of people.

This is a qualitative research in which we examined how responsible journalists are about media ethics. How Sri Lankan print media consider Sri Lankan code of ethics in crime reporting is important. One case was selected regarding a crime report in selected dates and contents were analyzed from three newspaper articles based on the code of ethics in print media.

Mostly, journalists did not consider the code of ethics when reporting crime. Vast majority of the public depends on the media for information about crime, and that they form their opinion about crime according to what they see or read in the media. Then, media has to be more responsible when reporting sensitive issues.

**Keywords:** Ethics, Print Media, Journalist, Crime Reporting, Responsible.

## CAPTURING SECURITY REQUIREMENTS OF MOBILEAPPS USING MOBIMEREQ

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### Abstract

Mobile devices have been widely used globally as it facilitates interaction between people and services at anywhere and anytime. Mobile applications are found to be used for conducting online transaction, saving data and exchanging information. However, issues related to security have become a major concern among mobile users as insecure applications may lead to security vulnerabilities that make them to be easily compromised by hackers. Further, mobile applications that lack of security concerns also could exposed the mobile devices and users to malwares that could cause failure and mulfunction to the application. Thus, it is important for mobile apps developers to capture security requirements of mobile apps at the earliest stage to prevent security problems during the implementation of mobile application. In this paper, we describe our automated approach and tool support, called MobiMEREQ that helps to automatically capture the security attributes requirements of mobile apps. We represent our extraction using Essential Use Cases (EUCs) and Essential User Interface (EUI) prototype models. We also compared our tool with the manual approach to evaluate the performance and correctness of our tool in various application domains. The results of the study show that our tool is able to help requirements engineers to easily capture security-related requirements of mobile apps.

**Keywords:** Security requirements, security attributes, mobile apps, extraction security related requirements.





# *Social Sciences*



## **Abstracts**

## MORAL LIMITS OF PAYMENTS FOR ECOSYSTEM SERVICES

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### **Abstract**

This paper reviews and analyzes the concept of payments for ecosystem services (PES) focusing on their moral limits. PES is a part of recently introduced market instruments to address problems of pollution and environmental degradation. It is expected that hundreds of billions of dollars' worth of conservation investment will be transferred globally through PES like mechanisms. Using the framework of moral limits of markets, the paper highlights ethical concerns regarding this expansion of PES. A particular concern is the corruption that happens when cash transfers spoil the intrinsic motivations among many indigenous communities to engage in environmental conservation. Drawing on field research and empirical data from projects in Mozambique, and Tanzania, the paper identifies insights for policy makers, researchers, concluding with a discussion on directions for future research in this area.

**Keywords:** PES, environmental payments, social norms, ethics, moral limits.

# THE ROLE OF BUDDHA AS A TEACHER

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## **Abstract**

The main purpose of this research paper is to outline the role of Buddha as a teacher. The researcher presents the great virtues of the role of the Buddha as a teacher and examines them with special reference to present day society. The Religious Teacher of every religion convention originated in the world can be regarded as a teacher. In the Indian religious field, there had been many such teachers. The Buddha was one of them. 'Teacher of gods and men' in this manner, it has been mentioned about the Buddha. When he introduces who he was, he has introduced himself as "I'm the incomparable Teacher." From the expressions like the above, it is obvious that the Buddha has been accepted as a great Religious Teacher and a teacher at that time and he has expressed it. History has created many persons. But, at present, no one is so interested and memorable like the Buddha. No one has achieved a state like him. He was the greatest spiritual teacher in the world. The Buddha holds the main position among those who knew education science and education psychology. Buddhists introduce him as the teacher of gods and men. From the ideas of the intellectuals from the West and East, it is obvious that there was a great acceptance and honour about the state of the Buddha as a Religious Teacher.

There were many external features and internal virtues of the Buddha's character to be the honourable, exemplary and the greatest character in the world. His birth country, race and time were good enough to form a great character. For the compilation of his great character, virtues like compassion spread throughout the world, courage with determination, self-sacrifice, uprightness in words and action, patience to bear accuses and dishonour, the ability to converse with rulers. and also with poor working farmer community, humble nature, none-greediness for fourfold basic needs and

not treating for injustice were helpful or the reasons. Compassion, profitless service, unshaken virtue, truthfulness, teaching without a Closed fist of a Teacher ( cariyamutthi), dedicating to service, curtesy, humble nature and personality are the characteristics which are paid attention in this research work with special reference to the millennium as a challenge. The researcher suggests applying these qualities to all the teachers in the society, as a whole, to improve the quality of teaching.

**Keywords:** Compassion, Profitless Service, Unshaken Virtue, Truthfulness, Closed Fist of Teaching ( cariyamutthi), Dedicating to Service, Curtsey, Humble Nature, Personality, Teacher, Buddha.

# NEWSPAPER COVERAGE OF THE GEZI UPRISING IN TURKEY

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## Abstract

The main purpose of this study is to analyze the Gezi Park uprising based on newspaper accounts of the events. Encroachment of Gezi Park was just one of the steps towards the neo-liberal urbanization of Istanbul. However, the peaceful protests of environmentalist groups and the brutal police response have triggered widespread uprisings that lasted for about 20 days in all major cities of Turkey. The protestors with different socio-economic, ethno-cultural and ideological-educational backgrounds took the streets for various reasons, yet what lied under the uprisings was the general dissent to the ultra-conservative policies and neo-liberal order. It could be asserted that the ways Gezi Park uprisings are covered, or not covered at all, depends on the market positions and their political inclinations of the companies that own the media outlets. Therefore, in this study, the newspapers were categorized under three groups as pro-government, neutral and oppositionist. For unraveling how the newspapers approached the Gezi Park uprisings, two newspapers were selected for each category: Star and Yeni Safak as pro-government, Hurriyet and Milliyet as neutral, Sozcu and Cumhuriyet as oppositionist. Newspapers' coverage of the uprisings during the period of May 27 to June 16, when the uprisings were at their peak, were analyzed through the content analysis method. Results showed that the newspapers tried to manipulate the public opinion based on their political stances. Pro-government newspapers portrayed the events as "demonstration" to degrade the impact, whereas the opposition newspapers presented them as "riot" to boost the participation. Accordingly, the pro-government newspapers mostly preferred the photographs of police officers as "public heroes against vandalism", while the opposition newspapers largely favored the pictures of protesters as "champions of democracy against dictatorship". Newspapers taking a neutral stance often emphasized the negative effects of chaos on economy.

**Keywords:** Gezi Uprising, Newspaper Coverage, New Social Movements.

## AN EVALUATION OF GENDER-FOCUSED AID INTERVENTION IN AFGHANISTAN: PROMOTING GENDER EQUALITY OR REINFORCING HEIRARCHIES?

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### **Abstract**

Although women empowerment has become a buzzword in the 'international aid' world for the last several years, policies asserting to encompass these frameworks have failed to bring about sustainable development, or improve the status of women in Afghanistan. Conversely, the insensitive interventions have often resulted in resentment and backlash among people. Researchers and practitioners have attributed this failure to lack of political commitment, ineffective implementation strategies and absence of institutional support. These explanations remain unconvincing. This paper maintains that women empowerment and marginalization are linked to specific conditions that have deep rooted gendered patterns. It uses the capabilities approach as an analytic framework to comprehend how Afghan women view their place in an extremely patriarchal society.

**Keywords:** Women Empowerment; Afghanistan; Aid Intervention; Capabilities Approach.

# THE PHENOMENON OF SELF-CORRECTION IN THE SPEAKING SKILLS OF UNDERGRADUATE STUDENTS: A CASE STUDY OF SBKWU

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## Abstract

In Pakistan, where English is taught as a foreign language, students often take control of their own learning in order to become self-regulated learners. The aim of this research was to explore the phenomenon of Self-correction, its frequency and the feature of language that was mostly corrected by undergraduate learners in their speaking skills. The research in this regard followed a mixed method approach in which both Qualitative and Quantitative methods were opted. Data was collected from BS and Master's students of English department of Sardar Bahadur Khan Women's University Quetta. Sampling was done through the technique of convenience sampling. The research tool was a speech activity in which the participants were assigned a topic on which they spoke for (2) minutes and their speech was recorded and transcribed. The theoretical model that supported this study was Krashen's (1982) monitor hypothesis in which the learners gave their utterance a more polished look by applying Self-correction technique. Through data analysis, it was revealed that 37% of mistakes were corrected by the students while 63% were not corrected by them while speaking. Moreover, the grammatical category was mostly corrected and the least corrected category was that of pronunciation. The findings determined that the monitor's role is minor in the speaking skills of the students, as Krashen himself asserted that it is used by the speakers only to correct the mistakes of their ordinary speech in order to give it a more refined form.

**Key words:** Self-correction, Speaking Skills, Undergraduates, Case Study.

## **VIABILITY OF ORGANIZING A COMMUNITY COOPERATIVE TO CREATE JOBS FOR SELECTED BENEFICIARIES OF ONE LA SALLEYOLANDA/HAIYAN REHABILITATION AND RECOVERY PROJECT (OLSYRRP)**

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### **Abstract**

A Cooperative is a business form of organization usually formed by ordinary people to help themselves and solve basic economic and social problems. Cooperatives, as we know them today, originated during the 1800s when manual labor was replaced by machines resulting to higher levels of production. Workers decided that the only way out of their misery was to work together to create their own business. They pooled together the little money they had and started a store where they could buy basic necessities at lower price and better quality. The success of this first cooperative store was replicated by other occupational groups who formed their own cooperatives to supply their own needs. To succeed, the co-operative has to cater to the needs of all members (economic purpose); it has to be capitalized by members themselves, who are expected to patronize their own business to make sure that it succeeds ([www.cda.gov.ph](http://www.cda.gov.ph)). The main business of the co-operative is the means by which its members satisfy their economic needs, but its ultimate purpose is to improve the lives of members and ultimately the community in which they live (social purpose) ([www.cda.gov.ph](http://www.cda.gov.ph)). Considering the nature and characteristics of cooperative which make it distinct and different from other forms of business organization, this type of business organization is appropriate to ordinary people who don't have enough capital to put up their own business.

**Keywords:** Community Development, Cooperative, Employment Generation, Rehabilitation, Survivors of Typhoon Yolanda (Haiyan).



# SAUDI ARABIA AND THE ARAB SPRING:FIVE YEARS OF INFLUENCE AND ACTION

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## **Abstract**

The Gulf Cooperation Council (GCC) was founded in 1981 by the six countries of the Gulf Region. The GCC aims to increase levels of collaboration, integration and interdependence between its members in various economic, social and legislative fields. It also seeks to establish a common foreign policy. With its members having much in common in political, socio-economic and demographic areas, the GCC has been able to achieve substantial cooperation. All Member States of the GCC are monarchies which are governed by a King, Emir or Sultan and it should be noted that there are slight variations in the levels of freedom and political participation in each State. Economically, all GCC countries rely on natural energy resources such as gas and oil which have made them rich countries. Their economies have benefited from selling natural resources, enabling them to provide free public services to their citizens. Despite some demographic and sectarian diversity, Islam is the official religion in all GCC Member States.

Saudi Arabia plays a central role among GCC members, hosting the organization's Headquarters in Riyadh. Moreover, it has the largest population of GCC countries and the largest economy due to its size and the scale of resources, as well as the geopolitical importance of its location. The Saudi Kingdom is also the world's largest producer and exporter of oil, possessing one-quarter of the world's oil reserves, equivalent to more than 260 million barrels of crude oil. Saudi Arabia has the fourth largest military budget in the world, behind the USA, China and Russia.

This is the backdrop to this study's focus on Saudi's Kingdom and its attitude toward, and essential influence over the 'Arab Spring'<sup>3</sup>. The uprising that emerged in a number of Arab countries five years ago has had a significant impact not only on the countries which underwent processes of revolutionary change, but on the entire Arab region. Despite the Gulf States enjoying greater economic wealth than other Arab countries, they were not immune from the influence of the revolutionary fervor sweeping the region. Massive public protests in the Gulf region showed that their citizens

felt connected to events in other parts of the Arab world and wanted to share the sense of Arab pride as they sought to play a part in shaping their own future.

Governments in the Gulf reacted, not only by trying to impede public protests, but by blatantly intervening in those countries experiencing the Arab Spring. This intervention—which involved both support and opposition depending on each country's situation and relationship with the Gulf States—and the broader impact of the Arab Spring demonstrated that the GCC countries are an inseparable part of the Arab Region.

It is interesting to note, though, that the common slogan “Leave” or “Go” was first heard in Kuwait on the 27th October 2009, ahead of it becoming a popular slogan in demonstrations in both the Tunisian and Egyptian revolutions in 2011. Kuwaiti protesters, at the time, were demanding the removal of the Kuwaiti Prime Minister, Nasser Al-Mohamed Al-Subah, for alleged poor state administration and corruption..

Espousing various causes, public protests continued from 2009 and reached a peak on 28 November 2011, when tens of thousands of people took to the streets demanding the resignation of the Prime Minister. Subah was arraigned for corruption. He had bribed the very parliamentarians who were empowered to monitor and oversee his executive authority. In the face of anger from protesters and opposition members of parliament, Subah and his cabinet resigned.

All six members of GCC have reacted to the Arab Spring, though they have done so in different ways. They have shown both support and opposition; they have made changes themselves and resorted to oppression. While this study aims to illustrate in particular the Saudi attitude toward and influence over the Arab Spring, there will be general reference to the other five GCC States. In short, the study addresses two questions: How did the Arab Spring affect the Kingdom's domestic situation? And, how did Saudi Arabia perceive and react to the Arab Spring?

**Keywords:** Gulf Cooperation Council (GCC), Gulf Region, Natural Energy Sources, Islam, Saudi Arabia, Arab Spring.

[http://www.opec.org/opec\\_web/en/about\\_us/169.htm](http://www.opec.org/opec_web/en/about_us/169.htm)

<https://www.saudiembassy.net/about/country-information/energy/oil.aspx>

<https://uk.finance.yahoo.com/news/saudi-arabian-defence-industry-placed-000000421.html>

*This is the most common expression to describe the political events and changes in the Arabic region since January 2011.*

# WITH OR WITHOUT HALAL LOGO? A DESCRIPTIVE ANALYSIS OF THE GENERATION Y PERCEPTIONS ON THE NATIONAL HALAL CERTIFICATION IN MALAYSIA

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## Abstract

Halal certification is a substantial part of the Malaysian government's strategies in strengthening halal consumerism and industry in Malaysia. The perception of halal certification, especially among Generation Y, is indeed important, as Generation Y is one of the key market segments for halal food and products. This quantitative study aims to explore the perception of Generation Y Malaysians on the national halal certification. In addition, it examines their intention of using the Malaysian halal certification as a benchmark before consuming any food product and their ability in recognizing the halal certification issued by the Malaysian government. Questionnaires were self-administered among 425 respondents and analyzed using Descriptive Analysis of Statistical Package for the Social Science. The findings revealed that halal certification is perceived as substantial and more trustworthy to the majority of the Generation Y respondents when purchasing halal food. Hence, this leads to a discussion on strengthening the quality and implementation of the Malaysian halal certification.

**Keywords:** Halal, Certification, Generation Y, Consumers.

## **CULTURAL PRACTICES OF THE TRIBAL COMMUNITIES IN THE PROVINCE of Ilocos Sur, Philippines**

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### **Abstract**

This study's aim is to determine the extent of observance of the cultural practices of the tribal communities in the Upland municipalities of Ilocos Sur, Philippines. The respondents of this study were the federated officials of the tribal communities in Ilocos Sur, Philippines. This study employed the descriptive survey research with a questionnaire as an instrument in data gathering. The researchers' findings and conclusions are as follows: Despite the fact that people are now living in the modern age, the tribal communities still preserved some of their cultural practices. Many of the value system being practiced by the tribal communities since the early days are still presently observed. The traditional justice system is sometimes observed by them. Their observance of the value system and traditional justice system bring some degree of prosperity to their families and community. In the political arena, the upland areas in the Upland areas of Ilocos Sur, Philippines are better prepared as a result of observance and institutionalization of their value system and traditional justice system and also improve their social lives. It is recommended by the researchers that the tribal communities should try to understand the wisdom of their cultural practices which they inherited from their ancestors. They should retain what is good and beneficial, but should not follow the dogma or have no scientific meaning and relevance.

**Keywords:** Cultural Practices, Tribal Communities, Ethnic Study.

# ORGANIZATIONAL CAPACITY AS A POTENTIAL MODERATOR IN ENHANCING CORPORATE PERFORMANCE: A PROPOSED FRAMEWORK

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## Abstract

In line with the introduction of the Malaysian Code on Corporate Governance (MCCG) in 2000, companies that comply with the recommendation of the MCCG which stresses on accountability and transparency, is expected to perform better than others. Looking further on issues associating to industries, recent studies proved that organizational capacity, which is understood as developing the resources and capabilities of an organization that are valuable, rare, imperfectly imitable and non-substitutable that generates particular organizational tendencies to create competitive advantages and disadvantages, form part of the organization's environment that affect its performance (Dowdell Jr., Herda and Notbohm, 2014; Camison and Villar-Lopez, 2014; Chen, Qiao and Lee, 2014). Recognizing its importance to the industry, the current study intends to examine the moderating effect of organizational capacity on the association between corporate governance and corporate performance in Malaysia since no prior studies have reported on the work albeit they examined the influence of these variables independently (Tayles, Pike and Sofian, 2007; Abdullah, Lall and Tatsuo, 2008; Khong and Eze, 2008; Fatt, Khin and Heng, 2010; Hussein, Mohamad, Noordin & Amir Ishak, 2014). A questionnaire survey and the regression analysis methods will be applied in obtaining the data and answering the research questions, respectively. The outcome of this research is expected to contribute to the industry by identifying of whether organizational capacity plays a significant role in moderating the association between corporate governance and corporate performance and hence acknowledge firms of how they can improve their performance through organizational capacities.

**Keywords:** Corporate Governance; Organizational Capacity; Resource-based View Perspective (RBV); Corporate Performance

## DOMESTIC VIOLENCE IN AUSTRALIA'S CALD COMMUNITIES: ASSOCIATION BETWEEN DEMOGRAPHICS OF FRONTLINE WORKERS AND SELECTED THERAPEUTIC APPROACHES

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### Abstract

Similar to the global scenario, domestic violence (DV) is a public health problem even in Australia. Although the mental health effects of domestic violence are well established, there is a dearth of literature about the demographic characteristics of frontline workers and their preference of therapeutic approaches in engaging with victims of domestic violence from Australia's culturally and Linguistically Diverse (CALD) communities. Data was collected about the demographics and preference for Cognitive Behaviour Therapy (CBT) and Person Centred Therapy (PCT) therapeutic approaches from a sample of N=60 frontline workers associated with medical organisations in New South Wales (Australia). A MANOVA was used to test for an association between the demographic characteristics of the frontline workers and preference for CBT or PCT based therapeutic approaches. The results of the multivariate tests did not find the main effects of any of the demographic factors to be significantly associated with a preference for CBT and PCT based therapeutic approaches. However, follow-up tests indicated that the PCT Perception Score was significantly different by gender and years of experience of the respondent. The findings from the study can be used by policy makers and other researchers to formulate domestic violence educational packages for frontline workers customized according to their gender, years of experience and preference of certain therapeutic approaches.

**Keywords:** Domestic Violence, Frontline Workers, CALD Community, Therapeutic Approaches.

# ANALYSIS OF FACTORS FOR NON-DISCLOSURE OF INFORMATION BY DOCTOR-INVESTIGATORS IN CLINICAL TRIALS IN MALAYSIA

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## Abstract

In clinical trials, the need to obtain patient's consent by way of informed consent has been mandatorily imposed as a way to primarily protect the patient. Unfortunately, many studies have shown that the doctor-investigators had failed to disclose full information to patients. Hence, the aim of this paper is to examine the factors for non-disclosure of information by doctor-investigator and provide potential solutions to the problem. This study employed a mixed-method data collection that is library research and interview. A qualitative methodology and analysis were used in an open-ended, face-to-face interview with 12 patients recruited to participate in a trial to investigate drug for chemotherapy and schizophrenia. This study reveals that doctor-investigators fail to disclose information due to the absence of monitoring by the ethics committees and that the Good Clinical Practice Training Curriculum (GCPTC) is too basic and almost introductory and the attitude of the patient that put high hopes on doctor-investigators. Hence, random monitoring by the ethics committees and monitoring using video tape during the informed consent process, are recommended. In addition, GCPTC needs to be improvised and further enhanced by inserting topic on the differences of objective between medical treatment and clinical trials and topic on infamous conduct according to Code of Profesional Conduct 1987 (CPC). In addition, a framework model in respect of information disclosure is also proposed by incorporating several new clauses in the CPC equivalent to the requirements of internationally recognized rights of patient as subject.

**Keywords:** Informed Consent, Clinical Trials, Doctor-investigators, Patients, Information Disclosure.

## EFFICACY OF CHEILOSCOPY IN GENDER DETERMINATION – A DIGITAL APPROACH

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### Abstract

Cheiloscopy is a method of identification of a person based on characteristic arrangement of lines appearing on the red part of lips. The prime objective of the present study was to ascertain whether lip prints behold the potential for determination of gender of an individual from the configuration and to determine whether digitalization of the lip prints would improve the visualization and evaluation of the same. This study was conducted on undergraduate students, between the age group of 18-24. A total of 160 students were included. Three co-investigators collected the impression of lip prints from each student. Three other co-investigators who were blinded to the data collected, predicted the gender of the print. The collected data was randomly divided into two groups, Group I: Manual evaluation and Group II: Digital evaluation. The results of the study showed that the overall accuracy of gender prediction from the lip print pattern was 83.75% i.e. 134 of the 160 were correctly identified as males or females. The accuracy of gender determination in Group II (Digital) was better than Group I (Manual) but, this difference was statistically insignificant ( $p>0.05$ ). Lip pattern Type I, I' and II were more common in females and Type III and IV were more common in males in accordance to previous studies. Within the limitations of the study, it can be concluded that lip prints were an invaluable tool in gender identification and also that the use of digital enhancement of the lip print images improved the quality and efficiency of the pattern analysis, ease in identification and recording of the lip print pattern.

**Keywords:** Lip Prints, Cheiloscopy, Gender.



## READING 21ST CENTURY SKILLS IN FIVE FILIPINO ETHNOEPICS

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### **Abstract**

Among oral tradition forms, the ethnoepic has the expansive length that enables the latter to fairly capture the culture of the people that produced it – their way of life, their skills and resources, their problems which put to the fore their skills at resolution, and their life values. As such, exposure of young people to ethno-epics is a good socialization to their cultural heritage. However, traditional ethnoepics were composed at a different time and for a different audience and, as such, may no longer be as appealing today as they were to the audience of their time. This study reviewed five Filipino ethnoepics which originated from north to south of the Philippine archipelago and extracted key skills and values that are analogous to 21st century skills -- critical thinking, collaboration toward problem-solving, resourcefulness and use of available technology, including articulation of identity. To be able to resonate with millennial readers, traditional ethnoepics require a reading model that speaks to them in ways that they will understand. The result of this study is a prototype reading model that may be adapted according to specific humanities, social science or interdisciplinary curricular requirements, and specific teaching objectives identified for the course in which ethnoepics will be taught.

**Keywords:** Ethno-epic, 21stCentury Skills, Analogous, Reading Model

## THE CONTRIBUTION OF SCHOOL COUNSELORS AND ITS BARRIERS\*

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### **Abstract**

There were 9905 government schools in Sri Lanka in 2012. There are 4,000,000 students studying under these schools. Schooling is compulsory for children from 5 to 13 years of age. Education is state funded and offered free of charge at all levels, including the university level. School education of Sri Lanka has become very competitive from grade one to Advanced Level. There are three benchmark examinations as grade 5 scholarship examination, GCE O/L examination and GCE A/L examination.

School counseling is an integral part of the education system in many countries. School counselors help to make learning a positive experience for every student. They are sensitive to individual differences. Counselors facilitate communication among teachers, parents, administrators and students to adapt the school's environment in the best interests of each individual student. School counselors tend to have a more direct involvement with more children; there is a great need to explore the factors that affect career path of students to guide them towards a better future through the success in education.

**Research problem:** What is the main role of school counselors in Sri Lanka schools?

### **Research questions:**

- 1.What is the role of student counselor?
2. What are the perceived barriers to facilitators for an effective service?

**Objectives:** The main purpose is to identify the way of school counselor's contribution to the students' efficiency in their mental inconvenience to

their education.

**Theoretical perspective:** I focused on symbolic interactionism perspective to understand this complex situation and Sigmund Freud's iceberg theory model to identify the mind.

**Research methods:** The survey method and case study method have been used as research methods. Data was collected using a structured questionnaire and semi structured interviews.

**Sample:** There are three samples in the research as school counselors, teachers and students. In here, I have interviewed three school counselors, 30 teachers in boy's school, girl's school and mixed school in Gampaha district.

**Results and Discussion:** There are no proper school counselors. They all are teachers and they do this job as extra responsibility. With No extra earning, No proper physical place in the school, No proper training and guidelines, Lack of awareness programs, Low student enrollment and Lack of trust on counseling are the main issues relevant to school counseling programs. Preparation of a proper school counseling program is essential.

**Keywords:** School Counseling, Student Counselor, Role of Student Counselor

## IMPACT OF A NEW HOUSING SCHEME ON THE IMPROVEMENT OF THE QUALITY OF LIFE OF THE ESTATE WORKERS

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### **Abstract**

The Plantation sector occupies a significant portion of Sri Lanka's economy contributing to almost 30% of foreign exchange to the country. The British colonial administration introduced the cultivation of tea, rubber and coconut as commercial crops in the late 1800s. Among these three export crops, tea is the most important crop and the tea industry is still the single largest agricultural export industry in Sri Lanka. The British brought most of plantation labor from South India Wesumperuma (1986), Hollup (1994), Kurian (1982) and Bandarage (2005). These people were given line rooms with poor infrastructural facilities. Each 'line' is a long barrack building with 10-12 rooms. The 'double line' which is back to back, can contain as many as 24 households (Hollup: 1994: p.53). However, after the nationalization in 1975, there was an upturn in welfare conditions of estate community. The intention of the government was to extend the right to every plantation worker to live in a separate individual house with possible facilities aimed at enhancing the quality of life of the workers.

Purpose of this research was to identify the impact of the new housing settlement which was carried out by the government in the plantation sector as an alternative to the contemporary line rooms to the quality of life of the workers.

This study has two research methods namely, the survey method and case study method. Both qualitative and quantitative data has been used. 100 house units have been selected randomly as the sample in the estate Carolina, in Ambagamuwa Divisional Secretariat Division, Nuwara Eliya District, Sri Lanka.

Research findings are generally positive people who are happy with the visual appearance. However, the quality of life is depends on their ability to create and defend the use value space, their homes and surroundings. Due to low education level and the dependent mentality of the estate workers they were unable to reach to the satisfied level.

**Keywords:** Estate Workers, Quality of life, Welfare, New Housing Settlement, Dependent Mentality.

## A SET OF OBJECTIVES AND NEW MODEL FOR REGIONAL RADIO IN SRI LANKA: A STUDY OF “RAJARATA AND WAYAMBA HANDA” RADIO

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### Abstract

The concept of regional Radio services has emerged, as well as operates based on a variety of Socio/ Economic Geographical and cultural factors of different society in different countries. A discussion on regional Radio services varies from a general discussion on Radio and it differs in terms of the social background on which it operates. In the Sri Lankan context, the regional Radio services were initiated due to different socio-economic, Geographical and cultural factors, as well as political factors. The Radio service of Sri Lanka Was decentralized at a time when the entire country could not be covered by the National Radio service. As a result of this, regional radio services were set up in remote areas of Sri Lanka. This service were operated in accordance with the series of specific objectives, such as to remove the monopoly of the national radio and take the microphone to the village and give priority to the regional specialties. At present theses regional radio services are at a risk practically and conceptually. The purpose of this research is to focus on the nature of implementation and timeliness of objectives and create a new model for regional radio services in Sri Lanka.

The first regional radio service “RajarataSewaya” and “Wayamba Handa” radio service which was setup last, has been used as the research area. In this research, four methodologies were used in order to collect data. They included giving questionnaires to 100 hundred targeted listeners, conducting in-depth interviews with 20 prominent persons in the relevant field, participatory observations and content analysis.

Irregular objectives which were formulated when setting up regional radio services are inadequate by today. The researcher's recommendation is to operate the regional radio services in accordance with a series of new objectives and also suggest a set of new objectives and a new model that can be used to gradually attract the regional listeners.

**Keywords:** Regional Radio, Model, Objectives, Listeners, Decentralize.

# DILEMMA IN APPLICATION OF TRANSITIONAL JUSTICE IN THE POST CONFLICT

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## **Abstract**

The term Transitional Justice was mooted in the international justice as a reconciliation process to heal the wounds of the victims who were subject to the atrocities under authoritative regime or civil war and to consolidate democratic justice aiming at building peace and preventing conflict situations in future. Theoretically, I analyzed Transitional justice measures and their relationship with theoretical aspects. Truth Commission, Restoration and reparation are generally grounded in moral, social and cultural concepts. Criminal trials and punitive measures executed within the legal justice. Political reforms are done through the democratic justice. The second part of my article will explore factual situations, in relation to the transitional justice concerned with the post conflict society of Sri Lanka and identify causation of variables in persuasion and negation of justice in the theoretical context aforesaid. Transitional justice is a temporary measure and it is not rooted in the domestic legal system permanently. Its applicability is to be required and justified with the atrocities done in the authoritative regime or in civil war which were ended with human suffering and regime change. The thirty years' war in Sri Lanka is defined in different terms within the range of civil war, ethnic war, terrorist war and separatist war. In the article, I analyze whether the nature of the conflict and atrocities associated with it is legally and morally qualified for the application of transitional justice measures. Concerned with prosecutorial justice, substantive law applicable is examined to test its appropriate applicability in context of conflict of Sri Lanka. In the application of procedural law, issues have been raised as to trial procedure, whether it should be international, domestic or hybrid. In relation to the application of moral justice (non legal), such as Truth Commission is hardly relevant due to scare elements of ethnic violence between ethnic groups. However, restorative and reparative

justice seem to be possible in relation to the lands, displaced persons and war prisoners. In my analysis, political justice (liberalism and democracy) seems to be primarily concerned under the new regime established in 2015. Constitutional reforms have been introduced for promotion of rule of law as a part of democratic justice. The previous regime that ended the war militarily was reluctant to investigate the alleged atrocities in the war and disagreed with resolutions passed by UNCHR which demanded to investigate war crime in the conflict. The previous regime initially opposed any foreign intervention. However, some fact-finding commissions were appointed to convert international pressure and recommendations made by the commissions were not executed. The new regime through its foreign policy strategies maintains a close relationship with international political will and believes in constitutional reforms would bring some justice to the issues arising in the post conflict period. However, nationalistic elements, military victory, mutual distrust of the ethnic communities linked with past and future, lack of political will, party politics in power struggle are decisive factors affecting the transitional justice process.

**Keywords:** Justice, Conflict, Political Will, Democratic Justice.



# UNIVERSITY KNOWLEDGE MANAGEMENT: A CONSTRUCTIVE RESPONSE TO THE CHALLENGES FACED BY HIGHER EDUCATION INSTITUTIONS

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## **Abstract**

Effective higher education institutions can provide important benefits to the business world and the society at large by creating and diffusing new knowledge. They have to manage their knowledge effectively in order to realize this. Knowledge management has much to offer for these organizations faced by various challenges knowledge-based economy imposes. Hence, university knowledge management process is an important, however, understudied subject of study. This paper presents an overall view of the challenges faced by the contemporary university, reviews the organizational knowledge management literature and conceptualizes the university knowledge management process. It proposes three interdependent subprocesses named as research-related, educational and administrative knowledge management. The University knowledge management process is offered as a strategic tool to improve the productivity of the university and supporting many aspects of college level teaching, learning, and administration.

**Keywords:** Administration, Education, Knowledge Creation, Knowledge Management, Research, Higher Education Institutions.

## RESPONSIVENESS OF SECONDARY TEACHERS TO GENDER AWARENESS AND DEVELOPMENT PROGRAM

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### **Abstract**

This study determined the level of responsiveness of public secondary school teachers of the six (6) divisions of the province of Pangasinan to Gender Awareness and Development Programs S.Y. 2015-2016. The descriptive survey method will be the most appropriate method to use since it provides facts on which scientific judgment was based.

The findings are summarized in order of which the problems and hypothesis were raised in the study. 1) The teacher respondents of this study relatively belong to an age bracket of 21 to over 51 years of age; are largely female composed of 163 or 77.6 percent; a large number of them, that is 177 or 55.7 are with Masteral Degree Units; a larger number of 87 or 41.4 percent of them have 5 years of less number of years of teaching experience, with the rest having 10 to over 21 years, and remarkably have very positive attitude towards teaching. 2) The teacher-respondents' responsiveness towards Gender Awareness and Development Program obtained a Grand Weighted Mean rating of 4.37, which means very responsive. 3) The significant differences in the teachers responsiveness to GAD program were observed only across their age as indicated by an overall F-value of 2.829 which is significant at .040 level; and across their attitude toward teaching, as indicated by and overall t-value of -4.851 and of 208 which is significant at .000 level, hence, both are significant at .05.

On the basis of the salient findings and conclusions drawn, the following are hereby recommended: 1) The teachers shall take bold steps to upgrade their professional profile, particularly with respect to: upgrading their educational qualifications through graduate studies; enriching the teaching experience through in- service trainings and sustaining with more enhancements, their

very positive attitude towards teaching. 2) The teachers' responsiveness to the GAD program should be sustained and should serve as wake-up call to all others to be compliant to the program. 3) There should be a research advocacy to explore other significant variables, concepts or constructs as good sources of variance, as well as excellent indicators of relationships as features of scholarly research endeavour. 4) Similar research studies maybe conducted to further enhance or enrich this present study and make a difference.

**Keywords:** Responsiveness, Gender Awareness, Development Program.

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