

Republic of the Philippines  
DEPARTMENT of EDUCATION  
REGION XI



City Schools Division of Digos

Office of the City Schools Division  
Superintendent

Tel. No. (082) 553-8376; 553- 8396; 553-8375  
Fax No. (082) 553 - 8376

**Division Office Advisory No. 60 s. 2016**

In compliance with DECS Order No. 28 s. 2001

This advisory is issued to all Public Schools District Supervisors, Heads/ Administrators  
Public and Private Secondary and Elementary Schools and OICs Secondary Annexes and  
Extension Classes

August 9, 2016

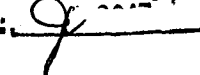
1. DECS Order No. 28 s. 2001 authorizes this Department/Division to disseminate information on suggested competitive events, scholarship and training opportunities for our teachers, students and pupils. These are issued as **ADVISORIES**, purely for field information. *Participation is on the basis of personal judgment, time and resources.*
2. Attached are the copies of the DepED Region XI Indorsement dated August 3, 2016 from Atty. Alberto T. Escobarte, CESO IV and the Invitation Letter dated June 29, 2016 from Dr. Maria Dynah T. Petilona, Director, Research and Publication of Brokenshire College, inviting classroom teachers from both public and private elementary and secondary schools students for the Interdisciplinary 3.0 National Conference on August 19, 2016 at Brokenshire College, Martha's Place, Davao City.
3. Teacher-participants should observe **"No disruption of Classes"** per DepED Order Number 9, s. 2005 entitled: "Instituting Measures to Increase Engaged Time-On-Task and Ensuring Compliance Therewith", and no **DepED funds** be utilized for the said purpose.
4. Details of the said communication are in the enclosure.
5. For more details visit [www.depeddigoscity.org](http://www.depeddigoscity.org).
6. For information and dissemination.

  
DEE D. SILVA, DPA, CESO VI  
Schools Division Superintendent

DepEd Schools Division of Digos

**RELEASED**

Date: **AUG 09 2016** Time: 2:30PM

By: 




Republic of the Philippines  
**DEPARTMENT OF EDUCATION**  
**REGION XI**  
 Davao City



Email Add: Tel. No. (082) 227-9342 local no. 31, 32 & 47

JepEd Schools Division of Digo:


1<sup>st</sup> Indorsement  
 August 3, 2016

 **RECEIVED** 7059  
 Date: **AUG 05 2016** Time: 2:43 PM

Respectfully referred to the Schools Division Superintendents, the herein letter dated June 29, 2016 from Dr. Maria Dynah T. Petilona, Director, Research and Publication, of Brokenshire College regarding the conduct of an Interdisciplinary 3.0 National Conference on the 19<sup>th</sup> day of August 2016 at Brokenshire College, Martha's Place, Davao City.

It is noted that this activity is within the school day, so certain measure shall be looked into and ensure that classes handled by the concerned teachers shall NOT be disrupted.

Further, it is advised that the attendance to this activity is voluntary and expenses incurred shall be personally borne by the participants.

  
 Atty. ALBERTO T. ESCOBARTE, CESO IV  
 Regional Director

ROP/mbm/8-3-2016  
 Indorsement\_Research and Publication

Department of Education  
 Regional Office XI  
**RECORDS SECTION**  
**RELEASED**  
 By: lnt  
 Date: 8/4/16 Time: \_\_\_\_\_



Research and Publication Office  
BROKENSHERE COLLEGE

FIDES ET SERVITIUM

# CALL FOR ABSTRACT

Please submit your abstract electronically to [rpobrokenshire@gmail.com](mailto:rpobrokenshire@gmail.com) **no later than July 31, 2016**. If you are unable to submit electronically, you may send a hard copy to Research and Publication Office, Brokenshire College, Madapo Hills Davao City.

Your abstract should be **no more than 250 words**.

In order to assist with the review of abstract, please carefully observe the following formatting and style conventions:

## **Layout**

- Title (Centered) should be Arial Bold point single spaced.
- Author information (Centered) should be set two lines below the title and in Arial 11 point. It should consist of three lines single spaced: your name, email, your institution.
- The body of the abstract should be set two lines below your author information.
- Use A4, Font should be Arial 12 point.
- Line spacing should be 1.5 with double spacing between paragraphs.
- Text should be set left but justified in block paragraphs
- Margins should be set at 2.54cm on top, bottom and right, with a 3.5cm margin on the left.
- Maximum of 5 keywords; alphabetical order.

## **Style**

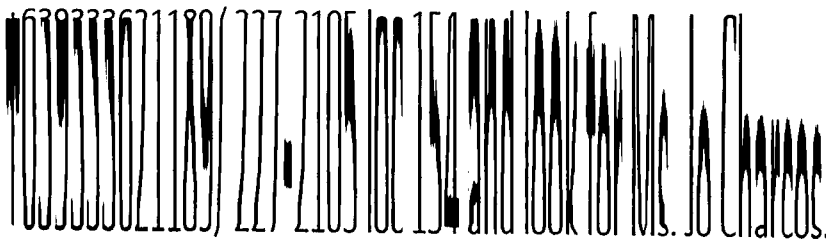
- Avoid abbreviations such as "e.g.", "etc.", "i.e.", but spell out the words
- Do not include footnotes in your abstract.

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## **IMPORTANT DATES:**

Call for Abstracts: June 20-July 31, 2016

Kindly send your inquiries and entries to [rpobrokenshire@gmail.com](mailto:rpobrokenshire@gmail.com) or call or text



## EDUCATION

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SEPTEMBER 2014

**Ph.D. – Faculty of Management (Human Resource)**

*Chhattisgarh Swami Vivekanand Technical University | Bilai, C.G., India.*

**Dissertation Title:** “A Study of Faculty Turnover in Technical Education Institutes of India”.

It examines the probable causes and reasons of turnover intentions of faculty members of technical education institutes of India. In this study, I worked on various psychological & organizational issues like Psychological Ownership, Emotional Intelligence, Motivation, Personality, Culture & Climate and their impact on Turnover Intention of Faculty Members of Technical Educational Institutes of India.

MAY 2005

**MBA: HR and Marketing | First Division**

*Department of Business Administration, Shri Shankaracharya College of Engineering and Technology | Bilai, C.G., India*

MAY 2001

**Bachelor of Pharmacy | First Division**

*RKDF College of Pharmacy, Rajiv Gandhi Proudyogiki Vishwavidyalaya | Bhopal, M.P., India.*

APRIL 1996

**Higher Secondary School Examination | First Division**

*Bharat Mata Vidhyalaya, Madhya Pradesh Board | Raipur, C.G., India*

APRIL 1994

**Senior Secondary School Examination | First Division with Distinction**

*Bharat Mata Vidhyalaya, Madhya Pradesh Board | Raipur, C.G., India*

## EMPLOYMENT EXPERIENCE

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NOVEMBER 2015 – TILL DATE

**Associate Professor | Sikkim Manipal University -DDE | Gangtok, Sikkim, India**

- All Academic & Administrative Work Pertaining to Distance Education in Management.

FEBRUARY 2015 - OCTOBER 2015

**Associate Professor** | *Rungta College of Engineering & Technology | Bhilai, CG, India*

- Taught introductory and upper level courses in MBA.
- Successfully improved student participation in the classroom through integration of creative role-playing exercises & teaching with live examples.
- Managed day-to-day development issues.
- Executed certificate/short term training programs for students.
- Developed strategic plans and initiatives for various administrative works.
- Anticipated and prepared required materials for meetings.
- Assisted in a 15-day AICTE sponsored Faculty Development Programme (FDP).
- Guided MBA students for major projects.
- Supervised and evaluated students' research laboratory work.
- Incharge of Research Analysis Lab for MBA students.

JUNE 2013-JANUARY 2015

**Reader** | *Rungta College of Engineering & Technology | Bhilai, C.G, India*

- Taught introductory and upper level courses in MBA.
- Supervised and evaluated students' research methodology laboratory work.
- Guided students in using technology to support educational research.
- Guided ten students research projects each semester.
- Convened and led a multi-discipline committee to address sustainability in institute operations.

APRIL 2010 -APRIL 2013

**Senior Assistant Professor** | *Shri Shankaracharya Institute of Technology and Management | Bhilai, C.G, India*

- Taught courses in Human Resource Management, Compensation Management, Research methodology and Marketing Research and Business law.
- Served as Chief Editor of Quaterly management newsletter "Lakshya"
- Improved the attendance of students through counseling.
- Served as Head of the Department Incharge
- Served as Chief Coordinator of "Entrepreneurship Development Cell" and received Grant-in-Aid of Rs 4 Lakh from AICTE.
- Served as Co-convener of International Conference 'Transilience-2012'.
- Organized various management events, workshops, industrial visits, out bound training programmes and guest lectures for management students.
- Advised and mentored postgraduate students placed on academic probation.

## PUBLICATIONS

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### *Working Papers*

1. "Do Intrinsic Motivation influence Turnover Intention? A Causal Modelling Approach among Technical Faculty Members", Research in Higher Education, Springer Publication, RIHE-D-15-00300.
2. "Assessment of Employability Skills among Fresh Engineering Graduates: A Structural Equation Modeling Approach, Journal of Management Studies, Wiley Publication.

### *National Journal (Refereed)*

1. "The Work-Life Balance – An Ingredient of High Performance: An Empirical Study on BSP Employees", "ANVESH", Journal of IES Management College & Research Centre, vol.1 No.1, Jan-June 2008, pp. 55-69.
2. "Integrating Talent Engagement as a Strategy to High Performance & Retention", "Asia-Pacific Business Review", Asia-Pacific Institute of Management, New Delhi, Vol.4, No.4, Oct-Dec 2008, pp. 14-23, ISSN: 0973-2470. (Taylor & Francis). **Cited by 3, Impact Factor – 0.569**
3. "Psychological Empowerment and Organizational Citizenship as a Talent Retention Strategy: An Empirical Study on the Employees of Bhilai Steel Plant", BVIMR Management Edge, Journal of Bharati Vidyapeeth University Institute of Management & Research, New Delhi, Vol. 2, No. 2, July-Dec 2009, pp. 12-22, RNi No. DELENG/2007/25437. **Impact Factor – 0.676**
4. "Factors Influencing Job Satisfaction: A Study on the Technical Institutions in Chhattisgarh", Management and Labour Studies, XLRI, Jamshedpur, Vol. 34, No. 4, November 2009, pp. 518 – 533, ISSN 0258-042 X. (Sage Publications). **Impact Factor – 0.68**
5. "Impact of Individual Personality on Turnover Intention: A Study on Faculty Members", Management and Labour Studies, August, 2012, 37(3), 253–265, ISSN: 0258042X. (Sage Publications). **Cited by 3, Impact Factor – 0.68**
6. "Impact of Organizational Commitment on Turnover Intention: An Empirical Study on Faculty Members of Technical Education Institutes of India", Asian Journal of Management, Volume 05, Issue 2, April-June, 2014, ISSN No: 0976-495X, 2321-5771 (online), PP-211 to 217.

### *International Journals (Refereed)*

1. "Conceptual Framework on Psychological Ownership as Predictor of Turnover Intentions", International Journal of Research in Social Sciences and Humanities, Jan-Mar 2012, Volume: 0, Issue: 01, Online ISSN: 2278 - 0157. **Cited by 3**
2. "A Study on Impact of Predictors of Psychological Ownership on Turnover Intention among Faculty Members", International Journal of Exclusive Management Research

(IJEMR), February 2012, Volume: 2, Issue: 2, ISSN (Print): 2249 – 8672, ISSN (Online): 2249 – 2585. **Cited by 2, Impact Factor – 5.76**

3. "Emotional Intelligence as an Antecedent of Turnover Intention: An Empirical Analysis on Faculty Members", International Journal of Management (IJM), May – August 2012, Volume: 3, Issue: 2, 387-400, ISSN (Print): ISSN 0976-6502, ISSN (Online): ISSN 0976-6510. **Cited by 2**
4. "Impact of Organizational Climate on Turnover Intention: An Empirical Analysis on Faculty Members of Technical Education of India", International Journal of Business Management & Research (IJBMR). Volume: 2, Issue: 3, Sep 2012, ISSN (Print): 2249-6920, ISSN (Online): 2249-8036. **Cited by 3, Impact Factor – 4.9926**
5. "Evaluating the Impact of Self-Directed Learning on Turnover Intention: A Study on Faculty Members", International Journal of Research in IT, Management & Engineering, Volume: 2, Issue: 11, November-2012, ISSN: 2249-1619.
6. "Impact of Psychological Empowerment on Turnover Intention: An Empirical Study on Faculty Members of Technical Educational Institutes of India", International Journal of Research and Development, Volume: I, Issue: II, 2012, ISSN (Online) - 2279-073X, ISSN (Print) - 2279-0438.

#### **National Conferences**

1. "Impact of Organizational Commitment on Turnover Intention: An Empirical Study on Faculty Members of Technical Education Institutes of India", "Challenges Facing Management Education-An Indian Perspective", Department of Management Studies, St. Thomas College, Bhilai, 25 -26 Feb, 2013.
2. "Impact of Job Satisfaction on Turnover Intention: An Empirical Study of Faculty Members of Technical Education Institutes of India", "Emerging Innovations & Practices in Indian Business", Institute of Management, Pt. Ravi Shankar Shukla University, Raipur, 6 – 8 Sep, 2013.

#### **International Conferences**

1. "Human Resource Accounting - The Valuation of Human Capital", "Management Science & Art", Faculty of Management Studies, Gurukul Kangri University, Haridwar, Uttarakhand, 15-17 Sep, 2008.
2. "Human Capital Management- The Knowledge Based Approach", "Managing Global Business Competition: World Best Practices," Department of Business Administration, Mohanlal Sukhadia University, Udaipur, Rajasthan, 22-24 Sep, 2008.
3. "Impact of Organizational Citizenship Behaviour on Turnover Intention of Faculty Members of Technical Educational Institutes of India", International Conference on

*"Managing Human Resource at Workplace" on 14-15 Dec 2012 at Shri Dharmasthala Manjunatheshwara Institute for Management Development, Mysore, Karnataka.*