

**INVENTORY MANAGEMENT AND SUSTAINABILITY AMONG
SELECTED AGRI-PRODUCTS RETAILERS IN PANABO CITY**

A Thesis
Presented to
The Faculty of UM Panabo College
Panabo City



In Partial Fulfillment
Of the Requirements of the Course
Methods of Research
(RES1B)




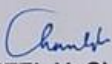
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ACCEPTANCE SHEET

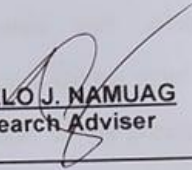
This thesis entitled "INVENTORY MANAGEMENT AND SUSTAINABILITY AMONG SELECTED AGRI-PRODUCTS RETAILER IN PANABO CITY" prepared and submitted by JESON E. LAÑOJAN, JYPSY DAWN M. LOYOLA and NESTLY ANN D. SAMON in compliance with the requirements in the Research Subject under the **Department of Accounting and Business Management Education**, UM Panabo College, Panabo City is hereby accepted.


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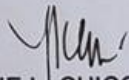

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ABSTRACT

The purpose of this study is to examine the efficiency of inventory management and sustainability among selected agri-products retailers in Panabo City to analyze the significant relationship of the two variables. The respondents in this study were the agri-products retailers of Panabo City. Standard questionnaires for agri-products retailers were used to collect data on inventory management and sustainability. The indicators of independent variable were staff, skills and experiences, inventory audit practices and procurement policies. On the other hand, the dependent variable of this study was sustainability. Based on the principles of inventory management among selected agri-products retailers are contained of planning, monitoring and operating the control of their inventories. The data were analyzed with the use of the t-test to determine if there is a relationship between inventory management and sustainability. The results of this study support the hypotheses that a relationship exists between the independent variable, which is inventory management and dependent variable, sustainability ($p > .005$).

Keywords: Inventory Management, Sustainability, Planning, Monitoring, Operating, Philippines

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-The Researche

DEDICATION

This thesis is dedicated to my father, who taught me that the best kind of knowledge to have is that which is learned for its own sake. It is also dedicated to my mother, who taught me that even the largest task can be accomplished if it is done one step at a time.

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–Nestly Ann D. Samon –

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– Jypsy Dawn M. Loyola –

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Chapter 1

THE PROBLEM AND ITS SETTING

Background of the Study

Sustainability is one in every of the foremost downside of the small medium enterprises due to lack of accounting information wherein they can't be able to manage their business resources with productivity successfully like their prices, expenditure money flows and additionally having difficulties in observation and dominant systems. Thus, improper keeping of records, lack of ICT usage for them to established quick transactions to customers and suppliers, restricted monetary resources during which small medium enterprises have lean funds for them to develop and market their merchandises. These issues bring negative performance of property of the small medium enterprises to survive, thrive and grow to maturity.

In Nigeria, as a developing economy are currently facing the major operational challenges whereas there are various perspective to the problem of sustainability in developing economy Nigeria, because of the external and internal factors that contribute to the premature death of small medium enterprises. The external problems are insufficient capital, lack of proper book keeping, lack of proper records, lack of business strategy and inability to procure the right plant and machinery while the internal problems include inadequate working capital, stiff competition from larger companies, low capacity utilization and poor educational background of operators (Basil, 2005 & Osamwonyi, 2009).

In the Philippines, there are many small medium-sized enterprises (SME's) who have conquered a problem in sustainability. As agri-products retailers, they are facing a lack of government support, lack of technology and the poor man themselves that deficient agricultural competitiveness (Hernandez, 2017)

In Panabo City, as per interview from one of the agri-products retailers that they have insufficient sustainability, which it causes them to can't stack more supply of products to their place, so they will need to call for a delivery of some supply of products from their main establishments.

Thus, the researchers are motivated to conduct this study to determine if there is a relationship between inventory management and sustainability among selected agricultural products retailers in the Panabo City.

Statement of the Problem

To determine the relationship between inventory management and Sustainability among selected agricultural products retailers in Panabo City. It sought to answer the following questions.

1. What is the level of inventory management among selected agricultural products retailers in Panabo City in terms of:
 - 1.1 Staff skills and experiences;
 - 1.2 Inventory Audit practices;
 - 1.3 Procurement policies?
2. What is the level of sustainability among selected agricultural products retailers in Panabo City?

3. Is there a significant relationship between inventory management and sustainability among selected agricultural products retailers in Panabo City?

Hypothesis

The null hypothesis of the study was tested at .05 level of significance which states that there is no significant relationship between inventory management and sustainability among selected agricultural products retailers in Panabo City.

Theoretical and Conceptual Framework

This is anchored on the study of Jorgensen (2007) stated that inventory management and sustainability have a relationship through sustainable supply chain managements because it is inadequate for businesses to promote sustainability alone in their company, it should be balance of inventory management and supply chain because the entire supply chain have to be managed sustainable in order to improve transparency and visibility along the chain so that the companies are directly able to respond to the changes in market situation.

This study is supported by the theory of Okwaro, Iravo, and Berut (2017) identified that inventory management ensures and maintain the sufficient supply of inventories to meet customers' demands. The independent variable is the inventory management with the indicators of *staff skills and experiences*, which refers to the skilled capability of the workers to perform a job and have a state of mind that permit workers to understand instructions

INDEPENDENT VARIABLE

DEPENDENT VARIABLE

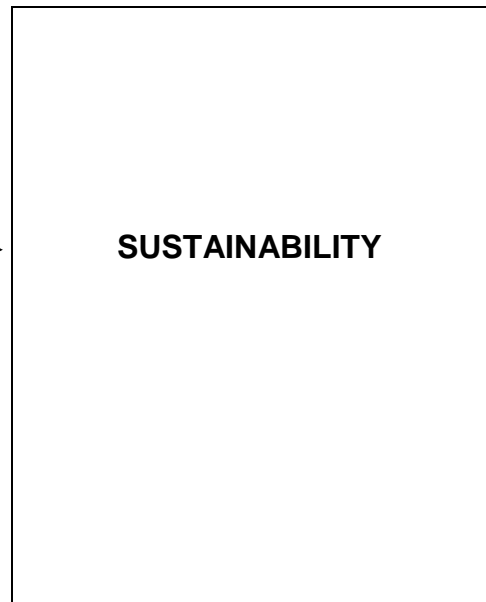
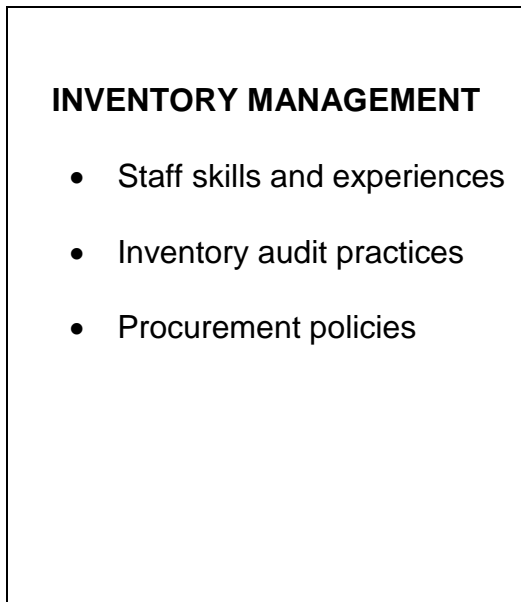


Figure 1: Conceptual Paradigm showing the variables of the study.

and get together with co-workers and clients, followed by *inventory audit practices*, which refers to the procedures used to count and verify the inventory of a company for the accuracy of checking inventories and lastly, *procurement policies* which refers to the rules for acquiring goods helps to protect business to buy goods efficiently from a supplier. The dependent variable is sustainability.

Significance of the Study

The findings of the study would provide understanding to the problem under investigation and bear implication that will contribute to be effective in an inventory management and sustainability in small business enterprises of agricultural products and this will possibly help the following:

Business Owners. The result of the study will guide the owners of the small medium enterprises to be wise enough in managing certain inventories.

Financial Manager. The result of the study will enlighten them about Inventory Management has a big impact in controlling inventories and will help them evaluate their capacity of sustainability.

Researchers. This will enhance the knowledge of the researchers of what is Inventory Management and how it influences sustainability of a business organization most specifically in small medium-enterprises of Agricultural products entity.

Definition of Terms

Key terms used in this study are conceptually and operationally for clarity and easy understanding to the readers:

Inventory Management. It refers to the process of storing and controlling of supply to secure a sufficient supply than have an undue supply. (Adebayo et al, 2012), it refers on how the agricultural-products retailers manage their sustainability of supply in order for them to have a sufficient supply for their next operation. In this study, it refers to staff skills and experiences, inventory audit practices and procurement policies.

Sustainability. It refers to the meeting the needs of the present without compromising the ability of future generations to meet their own needs. (Brundtland 1987). In this study, it refers to the sustainability of small business enterprises of agricultural products with regards to the inventory management they applied.

Chapter 2

REVIEW OF RELATED LITERATURE

This chapter presents various views, ideas and opinions of several researchers which are relevant in establishing the essence of this study.

Inventory Management

Schonsleben (2000) Inventory management is one of the vital key exercises of trade strategy because of its part in trade organizations, including the stock which is one of the foremost important equipment of strategy in planning and control.

According to Coleman (2000) Inventory Management guarantees that organization keeps up adequate stock level to meet customers' requests. It is subsequently judicious for supervisors mindful for stock to center on fulfilling customers' needs and guaranteeing that costs related with stock are kept up at a most reduced conceivable level. Inventory costs incorporate standard and holding costs.

Waters, (2003) claimed that overproduction is when the generation rate is more prominent than market request and the bulk of stock is kept within the stockroom. When the inventories are kept within the stockroom this infers around are an enormous whole of cash tied down with the stock. In straightforward, excessive stock within the stockroom will compel the assets of an organization.

Consequently, Stevenson (2006) revealed that inventory management could be a key operations management action, successful stock

administration is basic to the smooth operation of most businesses and their supply chains. Great stock administration has an effect on operations, promoting and finance divisions. Destitute stock administration prevents operations, diminishes client fulfillment and raises operating costs.

Inventory Management plays a definitive part in the improvement of effectiveness and competitiveness of trade ventures. Successful stock administration involves holding a suitable sum of stock. As well much stock expends physical space, makes a monetary burden, and increments the plausibility of harm, deterioration and misfortune. On the other hand, as well small stock frequently disturbs commerce operations and increments the probability of destitute client benefit (Dimitrios, 2008).

Dryden et al. (2012) argue that inventory management includes keeping precise records of wrapped up products that are prepared for shipment. This regularly implies posting the generation of recently completed products to the stock aggregates as well as subtracting the foremost later shipments of wrapped up merchandise to buyers. The pertinence of stock administration hones is that they make it conceivable to rapidly pass on data to deals staff as to what is accessible and prepared for shipment at any given time.

Kotler (2012) pointed that inventory management alludes to all the exercises included in creating and overseeing the inventory levels of raw materials, semi-finished materials and wrapped up great so that satisfactory supplies are accessible and the costs of over or beneath stocks are low. Inventories are fundamental for keeping the generation wheels moving, keep

the advertise going and the dispersion framework intaglio. They serve as key drivers for generation and dispersion frameworks of organizations.

Inventory management according to Onyango (2013) may be a crucial pillar in an organization and it ought to be taken genuinely. A few of the merchandise and services required may not be promptly accessible within the nation in this way worldwide sourcing may need to be connected. Due to this, a strong inventory management is required to be in put to guarantee convenient delivery and quality measures are observed.

Brigham and Gapenski (2013) contend that inventory management is vital since firms will guarantee resources and stock is well overseen and precise request determining is kept up to dodge spontaneous acquirement forms. This will help the firm in executing effective obtainment forms that coordinate request and supply strengths.

Esther, (2012) additionally by Ferenčíková, (2014) that the need of free flow of data or communication among the employees would bring an extraordinary negative affect towards the organization particularly communication between the deals agents, generation division and acquiring division. The data must be straightforward to all the relevant employees to create beyond any doubt that the employees are continuously up to date. In expansion, a few of the organizations don't give formal training to the new employees and a few recruit workers who have no pertinent experience in overseeing the stock. Hence, the viability of stock management would be influenced.

Moreover, Ferenčíková (2014) states that inventory management is a vital part in making all the choices in dealing with the stock in an organization such as exercises to be carried out, approaches of stock management, and methods in taking care of the stock in arrange to guarantee sufficient amount of each thing to kept within the distribution centre at all times. Other than, the organization puts a parcel of exertion in controlling the stock costs through inventory management.

Othman (2015) most of the organizations select unfit workers to bargain with their stock. Regularly, these workers need of familiarity, have inadequately training or need of consideration in their work. These circumstances will result in the unsettle of the operation process of an organization, such as investing a parcel of time on following down the stock which has been put in a wrong place or has an erroneous stock record. Hence, qualified workers and appropriate management of inventory are vital within the execution of the fabricating organization.

Inventory management is seen as an imperative instrument that guarantees control in an organization money related explanation, in this quick developing showcase. When inventories are legitimately overseen, they beneficially create capital inventory management effect on organization money related execution either straightforwardly or by implication (Vipulesh, 2015).

According to Kamau and Kagiri (2015) keeping the proper amount of inventory in an organization is the foremost challenging issue. Still, the

organizations have attempted to dodge gathered stock since superfluous acquired or made stock may raise the in general office taken a toll.

Aro-Gordon and Gupte (2016) have characterized inventory management as “a diagram of the inventory management system and consolidates the physical system, the arranging and control structure, the organization information plan as well as the progressive embedding of the stock system”.

Staff skills and experiences. According to Lisa et al, (2003) on their study revealed that stock administration, capacity and dispersion of products to clients is productively done for case to healing center drugs are dispersed in an proficient way since qualified individuals are utilized with right capabilities and encounter in materials related capacities and the whole framework of stock administration is computerized to guarantee great execution.

According to Angelo and Brain (2008) training refers to upgrading skills of technical and operational staff. It refers to educating technical and operational workers on how they do better on their current job, training as the process of increasing the knowledge and skills of the workers to form modification within the thinking and behaviour of such individuals and to change them to try and do their jobs in a more productively manner. Staff training implies impartation of knowledge, problem solving ability and positive attitudes that could be create a really vital contribution to the overall effectiveness and profitableness of a company.

Noe (2008) identifying that learning is part of all employees' responsibilities as well as the managers and peers which have a training professionals that involves in helping co-workers to gain and learn a new skills and perspective. Training plays a significant role in an organization that suit with skills to help to strengthen the value of learning and its importance for business. Training is giving employees opportunities to develop a positive work environment as well as motivating and retaining current employees.

Moreover, training is to enable employees to enlighten with their present or intended jobs and also increase their knowledge and skills. Using broadly training as a way to create intellectual capital which it provides an advanced skills and self-motivated creativity to gain a competitive advantage to the firm for the workers to creatively use it to modify a product or serve the customer (Adeyami, 2010).

Lastly, Awuor (2013) Training helps to reduce the need for close and constant supervision of workers; it is also help improving the job satisfaction of workers, make employees more cooperative and loyal to the organization. Trained and skilful employees are willing to accept new and challenging assignments wherein training facilitates delegation and decentralization of authority. Workers that are a well trained employees, industrial accident and damage to machinery and equipment will be minimum s trained employees make better and economical use of materials and machineries.

Inventory Audit Practices. According to Coyle, Bardi, and Langley (2003), viable stock flow management in supply chains is one of the key variables for victory. The challenge in managing stock is to adjust the supply

of stock with request. A company would in a perfect world need to have sufficient inventories to fulfill the requests of its clients- no misplaced deals due to stock stock-outs. On the other hand, the company does not need to have as well much stock remaining on hand since of the fetched of carrying stock. Sufficient but not as well much is the extreme objective.

However, Johnstone (2014) expressed that Inventory accuracy, it diminishes stock misfortunes. It empowers an association to evade dangers related with stock, for example, deficient and improper stock, pointlessly high stock dimensions, off base stock records, poor stock security and out-dated stock.

Library and Archives Canada, (2014) communicated that Inventory control review takes a gander at the interior arrangements or systems that have been recorded and intended to guarantee consistence with authoritative and mechanical measures and comprehended by the representatives the execution of stock control whether controls are set up to adequately oversee dangers identified with inside stock control, or whether there is an oversight body which meets consistently and gets key data to take into consideration compelling checking of goals, techniques and other inner related stock control results.

Ngubane et al. (2015) moreover expressed that it was found that need of stock administration abilities have prohibited the fabricating SMEs to be capable competitors within the fabricating businesses. This issue happens due to a few variables. One of them is destitute documentation or store records. As Boyer (2010) has claimed, the handling time of manual

documentation and posting records are long and there are tall chances to lose the figures or to wrongly record the data. As a result, the accurateness of the stock record will be influenced and cause error of the records.

It is vital to review stock, for example, costs brought about in inside stock control practices and frameworks; dimension of consistence with respected and modern obtainment rehearses which is in accordance with hierarchical key bearing and inward acquirement (European Academy for Taxes, Economics and Law, 2015).

Procurement Policies. The size of the company is likely contrast within the arrangement of acquirement policy, in that a small company may not be able to command a high volume purchase rebates which the expansive companies can oversee with corresponding comfort (Gadde, 2007).

The precise process will look for to play down expenses related with the purchase of those merchandise and services by utilizing such procedures as volume obtaining: the foundation of a set list of sellers and building up reorder conventions that offer assistance to keep inventories low without threatening the work of the operation. Both small and expansive companies as well as non-profit organization routinely make utilize of a few sort of acquirement approach (Bartik, 2009).

Basheka (2008) Procurement as a work that was generally seen as a clerical and responsive errand has since arranged itself among center organizational capacities, and its organization is getting to be continuously essential for the well-functioning of any organization.

Inventory management frameworks speak to an critical advancement for the acquiring prepare (Neef, 2001).In arrange for organizations to be competitive and remain upgraded, there is in need to have a worldview move within the way obtainment is carried out so as to illuminate numerous procurement issues apparent within the commerce world particularly in creating economies which incorporate expanded debasement, tall costs of doing businesses, a parcel of non-value adding paper work strategies, long time slip by to reply to tenders and non-competitiveness (Chartered Founded of Obtaining and Supplies, 2011)

Procurement performance alludes to the capacity of the procurement work within the organization to fulfill its mission through sound management, solid administration and a determined rededication to accomplishing comes about. Procurement performance comprises the genuine yield or comes about of an organization as measured against its expecting yields or objectives and destinations and concurring to Sabiiti et al. (2011), acquirement performance is characterized as the method of evaluating the proficiency, viability, straightforwardness and quality of items (Mahapatro 2010, Richard et al., 2009, and Sabiiti et al. 2011)

Sustainability

Hediger (2000), sustainability could be a regulating concept which includes trade-offs among social, biological and financial destinations and is required to maintain the awareness of the generally framework.

According to Elkington (2001) stated that sustainability is the balance between the three columns: environmental, financial, and social. The desire that companies ought to steadily contribute to sustainability emerges from the

acknowledgement that businesses require stable markets and must have specialized, money related and administration abilities essential to empower the move towards feasible improvement.

Sustainable administration is significant for SME victory as Bradley detailed that 90% of SME disappointments are since of destitute administration. An SME chief must realize the sum of exertion required for feasible administration, and ought to oversee the trade in like manner (Bradley & Cowdery, 2002).

Consequently, Jacobs and Chase (2008) stated that sustainability is the capacity to persevere for people. Sustainability is the long-term upkeep of well-being which has environmental, financial and social measurements and envelops the concept of stewardships, the capable administration of asset utilize.

However, Feng et al., (2010) described sustainability in improvement as an organizations capacity to progress its financial state without compromising the environment and the social value that gives the quality of life for all community inhabitants, show or future.

Do (2010) defined sustainability as the improvement of concept and approach that realize social equity, keep up normal environment and seek after financial success with 3P Individuals, Planet and Benefit and 3E Equity, Environment/ Earth and Economy.

Sustainability is generally utilized to imply to the finest utilization of asset such as water, energy and etc. In arrange to meet the requirements of the current populace whereas being able to protect the environment for future eras. (Agyekum-Mensah et al., (2012) and Adams, 2006)

In addition, Wayne, Chameau, and Carmichael (2006) sustainability is a process that helps creates a vibrant economy and a high quality of life, while respecting the need to sustain natural resources and protect the environment. It communicates the rule that future eras ought to live in a world that the display era has delighted in but not decreased.

The benefits of sustainability endeavors in SMEs go ahead any specifically significant money related benefits to include components such as development, advertise share, brand, and compliance with controls (Conway, 2014; Brammer et al., 2012; Heras& Arana, 2010)

Devuyt and Hens (2001) explained sustainability evaluation as “a instrument that can help decision-makers and policy-makers choose which activities they ought to or ought to not take in an strive to create society more sustainable.” Agreeing to Verheem (2002), the point of sustainability is to guarantee that plans and activities make ideal commitments to sustainable development.

Sustainability of businesses might be translated in diverse ways and may in turn lead to including esteem to the environment, communities, clients and the foot line for businesses of distinctive sizes. Companies perceive that fruitful trade execution is the result of fruitful maintainability, as expressed by Rainville (2012).

Moreover, sustainability of SMEs is considered as a fundamental fixing for long-term victory, since the disappointment of having a culture of supportability is seen as a source of competitive impediment (Eccles, 2012).

Furthermore, sustainability has been explained in numerous ways based on needs from different application domains and goals. Manufacturing

is considered as one of the foremost vital domains for accomplishing maintainable progress. Executing sustainability in manufacturing will surely be one of the foremost positive commitments to sustainability in common (Garetti and Taisch, 2012)

Sustainability reporting gives nearby SMEs the chance to go great. SMEs will get a much better chance at bringing up their items to the worldwide market as a result of taking part in a sustainability announcing program. Through sustainability reporting, SMEs can pick up a competitive edge, pull in financing , gain a reputation, cut costs, and get it more completely the opportunity that will lead their businesses (Stubbs, Higgins & Milne, 2013; Searcy & Buslovich, 2014; Higgins, Milne & van Gramberg, 2015).

Lastly, sustainability perceives that companies are completely informed of the impact of their management on the fabric and insignificant circumstance of their coordinate and indirect environment. It bargains not only with the investigation of opportunities and dangers in advertise, moreover with examining consciously the social, natural, and financial affect that the created commerce action is having on the region. It is additionally critical to bear in intellect that sustainability contributes significantly to the economic and non-economic improvement of a nation because it makes work sources, improves items and forms, builds up modern companies, and it changes people's lives. (Anggawita, G., 2014, Cohen, B. 2007, Szopik-Depczyńska, K. et al, 2011)

Based on the foregoing discussions, the literature supports the variable of this study which is inventory management, the independent and sustainability as the dependent. The review of related literature reflects the

idea taken from different authors and commentators of certain issues which are highlighted on this study.

The review related literature helps the researchers to provide essential information that is needed in constructing and developing comprehensive conceptual framework of the study. It helped the researchers to illustrate the figure out if there is significant relationship between inventory management and sustainability.

Chapter 3

METHOD

This chapter presents the research design, the research subject, the research instrument used, the data gathering procedures and the statistical treatment of data.

Research Design

This study employed the descriptive-correlation method. According to Creswell (2012) correlational research looks for the relationship between variables in positive relationship or negative relationship, and the coefficient of relationship determines the level of correlation. It can be said that the location of correlation among factors is based on its correlation coefficient.

This method is to assess and determined the relationship among two or more variables to investigate the extent of which one or more relationship existed.. It is descriptive correlation because it described and established relationship between inventory management and sustainability.

Research Subject

The respondents of this study were the selected retailers of agricultural products of Panabo City. As shown in Table 1 there were thirty-one (31) respondents out of forty (40) supposed to be who will answered the questionnaires in order for the researchers to determine the level of inventory management and sustainability of Agricultural products retailers. The researchers used random sampling technique since not all Agricultural products retailers in Panabo City became the respondents of the study.

Research Instrument

The instrument used was standardized questionnaires for independent variable and researchers' made questionnaires for dependent variable. The instrument used in determining the respondents' responses in independent variable and dependent variable, respectively.

To determine the respondents' responses for the inventory management among selected agricultural products retailers in Panabo City, the following parameter limits were used.

Scale	Descriptive Equivalent	Interpretation
4.21 – 5.00	Very High	This means that the inventory management is always practiced.
3.41 – 4.20	High	This means that the inventory management is often practiced.
2.61 – 3.40	Moderate	This means that the inventory management is sometimes practiced.
1.81 – 2.60	Low	This means that the inventory management is less practiced.
1.00 – 1.80	Very Low	This means that the inventory management is never practiced.

The following scales were used to determine the level of sustainability of selected agricultural products retailers in Panabo City:

Scale	Descriptive Equivalent	Interpretation
4.21 – 5.00	Very High	It means that the sustainability is very satisfactory.
3.41 – 4.20	High	It means that the sustainability is satisfactory.

2.61 – 3.40	Average	It means that the sustainability is fair.
1.81 – 2.60	Low	It means that the sustainability is less satisfactory.
1.00 – 1.80	Very Low	It means that the sustainability is not satisfactory.

Data Gathering Procedures

The researchers observed the following steps in data gathering:

Seeking permission to conduct the study.The researchers sent a letter asking a permission to survey to the owner of the selected agricultural products retailers in Panabo City.

Construction and Validation of Questionnaire. The questionnaire was validated by the assigned validator to ensure its accuracy.

Administration of the instrument.Upon the approval to conduct this study, organize the researcher's questionnaire personally to the respondents.

Retrieval of the questionnaires.After the administration of the questionnaire, the data were collected and subjected to statistical treatment.

Statistical Treatment of Data.

To determine the level of inventory management and sustainability among selected agricultural products retailers, the following statistical tools were used:

Mean. This was used in determining the relationship between inventory management and sustainability among selected agricultural products retailers.

Pearson-r. This was used in determining the relationship between the inventory management and sustainability among selected Agricultural products retailers.



Level of Inventory Management among selected Agricultural products retailers.

The level of inventory management is measured using the Inventory Management Index (IMI) and Inventory Sustainability Index (ISI). The IMI is calculated based on the average of the following variables: Inventory Turnover, Inventory Accuracy, Inventory Cost, and Inventory Risk. The ISI is calculated based on the average of the following variables: Inventory Sustainability, Inventory Risk, and Inventory Cost. The IMI and ISI are then correlated using the Pearson-r coefficient to determine the relationship between the two variables.

Table 1 shows the level of Inventory Management among selected agricultural products retailers in Panabo City with the overall mean of 3.15 and the descriptive equivalent of 89%. It shows that the retailers have an average Inventory Management Index (IMI) and Inventory Sustainability Index (ISI) of 3.15 and 3.15, respectively. This indicates that the retailers have a high level of inventory management and sustainability.

Chapter 4

PRESENTATION AND ANALYSIS OF FINDINGS

This chapter consists of the presentation and analysis relevant to the queries in the statement of the problem. They presented both in tabular and textual forms with the corresponding logical and profound description of the result.

Level of Inventory Management among selected Agri-Products retailers

The level of inventory management is measured in terms of Staffs skills and experiences, Inventory audit practices and Procurement policies. Computation reveals that among the selected agri-products retailers of Panabo City under this study, Staff, skills and experiences got an overall mean of 3.77, Inventory Audit Practices got an overall mean of 4.00 and Procurement policies gained an overall mean of 3.79. That gave a grand mean of 3.85. The evaluation is based on 4 items questions in every indicator relating to the Inventory Management and Sustainability among selected agri-products retailers.

Shown in Table 1 is the level of Inventory Management among selected agri-products retailers in Panabo City with the over-all mean of 3.85 with the descriptive equivalent of high. It means that Staffs skills and experiences, Inventory audit practices and Procurement policy is often practice Nzuzza, Z. W. (2015), stated that he has recognized that destitute staff training and destitute communication among the workers would impact the viability of inventory management.

Table 1
Level of Inventory Management among selected Agricultural Products

Staff skills and Experiences The agri-products retailers...	Mean	Descriptive Equivalent
1. Number of years in service affects inventory efficiency.	3.83	High
2. Post-employment training affects inventory control.	3.80	High
3. Level of entry training affects inventory efficiency.	3.73	High
4. Field of education affects inventory control.	3.73	High
Mean	3.77	High
Inventory audit practices		
1. Frequency of stocks taking affects inventory control.	4.27	Very High
2. Records review frequency affects inventory control.	4.00	High
3. Experienced stock balance discrepancies.	3.90	High
4. Stocks audit procedures affect inventory control.	3.83	High
Mean	4.00	High
Procurement Policies		
1. Stock out frequency is affected by bureaucratic procedures.	3.97	High
2. Complies with procurement policy level negatively affects inventory efficiency.	3.50	High
3. Management support help navigate tedious procurement policy level.	4.00	Very High
4. Procurement policy level needs to be revised to enhance inventory efficiency.	3.67	High
Mean	3.79	High
Grand Mean	3.85	High

Legend :

Scale	Descriptive Equivalent
4.21 – 5.00	Very High
3.41 – 4.20	High
2.61 – 3.40	Moderate
1.81 – 2.60	Low
1.0 – 1.80	Very Low

As reflected in Table 1, in **Staff skills and Experiences**, item 1 got a highest mean of 3.83 described as high in *number of years in service affects inventory efficiency*. It implies that agri-products retailers knew that the number of years in services is efficient. While item numbers 3 and 4 got the lowest with the mean of 3.73 described as high which this means that the inventory management is often practice in the *level of entry training affects inventory efficiency and field of education which affects inventory control*. It implies that the agri-products retailers shall engage in discussion, instruction and have a good communication to workers.

The remaining item is number 2 with the mean of 3.80 described as high which this means that the inventory management is often practice on *post-employment training affects inventory control*.

The second indicator is **inventory audit practices** with an overall mean of 4.00 described as high. It means that the level of inventory management is often practice. It implies that the agri-products retailer's records of stock are unproductive as expressed by Coyle, Bardi, and Langley (2003), viable stock flow management in supply chains is one of the key variables for victory. The challenge in managing stock is to adjust the supply of stock with request. A company would in a perfect world need to have sufficient inventories to fulfil the requests of its clients- no misplaced deals due to stock stock-outs. On the other hand, the company does not need to have as well much stock remaining on hand than making of carrying stock. Sufficient but not as well much is the extreme objective. Item 1 with the mean of 4.27 got the highest mean described as very high in *frequency of stocks taking affects inventory control*. It implies that the agri-products retailers

consider that efficient stock taking will help them for the effective inventory control and for the continuous progress of their inventories. The lowest item is number 4 with the mean of 3.83 described as high where *stocks audit procedures affect inventory control*. It implies that the agri-products retailers should find strategies to evaluate and manage the goods to obtain the healthy financial performance.

The remaining items are 2 and 3 with the mean of 4.00 and 3.90 respectively described as high in *records review frequency affects inventory control* and *experienced stock balance discrepancies*.

The third indicator is **Procurement Policies** with an overall mean of 3.79 described as high. It means that the level of inventory management among selected agri-products retailers in Panabo City is often practice. It implies that the agri-products retailers expressed by Findlay, 2009 Procurement Policy is essentially the rules and controls that are set in place to oversee the method of obtaining products and administrations needed by an organization to operate effectively. Number 3 got the highest mean of 4.00 described as high in *management support help navigate tedious procurement policy level*. It implies that the agri-products retailers consider that effective managing of tedious procurement policies will lead them to improve their inventories. The lowest item is number 2 with the mean of 3.50 described as high where *complies with procurement policy level negatively affects inventory efficiency*. It implies that the agri-products retailers should find strategies to lessen the involvement of negative level in procurement policy for the effective and efficient inventory procurement.

The remaining items are 1 and 4 with the mean of 3.97 and 3.67 described as high in *stock out frequency is affected by bureaucratic procedures and procurement policy level need to be revised to enhance inventory efficiency.*

Level of Sustainability among selected Agricultural Products Retailers

Shown in Table 2 is the level of Sustainability among selected agri-products retailers in Panabo City with the overall mean of 3.93 and with the descriptive equivalent of high. It means that the sustainability is satisfactory.

Jacobs and Chase (2008) stated that sustainability is the capacity to persevere for people. Sustainability is the long-term upkeep of well-being which has environmental, financial and social measurements and envelops the concept of stewardships, the capable administration of asset utilize.

The highest item is number 1 with the mean of 4.50 described as very high in *Improves the capacity of its financial state.* It implies that the agrivet retailer take time to improve the financial reports so they can monitor their financial activities and also to monitor their company's assets, liabilities and owners' equity. While, the lowest item is number 7 with the mean of 3.57 described as high in *brings up their items to the worldwide market.* It implies that all agri-products retailers should practice or learn the strategy of how they can export their products to the worldwide to become known and earn reputation and earn more for the progress of their business.

Table 2
Level of Sustainability among selected Agricultural Products Retailers

Sustainability	Mean	Descriptive Equivalent
The agri-product retailers...		
1. Improves the capacity of its financial state.	4.50	Very High
2. Perceives that companies are completely informed of the impact of their management.	4.27	Very High
3. Implies to the finest utilization of asset.	3.93	High
4. Maintains the awareness of financial destinations.	4.17	High
5. Improves the stable markets.	3.70	High
6. Contribute significantly to the economic and non-economic improvement.	3.60	High
7. Brings up their items to the worldwide market.	3.57	High
8. Aims to oversee the trade in what manner.	3.73	High
9. Has specialize among related and administration abilities.	3.93	High
10. Bargains not only with the investigation of opportunities and danger in advertise.	3.87	High
Over-all Mean	3.93	High

Legend:

Scale	Descriptive Equivalent
4.21 – 5.00	Very High
3.41 – 4.20	High
2.61 – 3.40	Moderate
1.81 – 2.60	Low
1.00 – 1.80	Very Low

The remaining items are the following: Item 2 with the mean of 4.27 described as very high in *perceives that companies are completely informed of the impact of their management*. While, items number 3, 4, 5, 6, 8, 9 and 10 with the mean of 3.93, 4.17, 3.70, 3.60, 3.73, 3.93 and 3.87 described as high respectively in *implies to the finest utilization of asset, maintain the awareness of financial destinations, improved the stable markets, aimed to oversee the trade in what manner, has specialize among related and administration abilities and bbargain's not only with the investigation of opportunities and danger in advertise*.

Significant Relationship between Inventory Management and Sustainability among selected Agri-Products retailers

Table 3 shows the significant relationship between inventory management and sustainability. The result of the computation using the r-value is 0.79 associated with P-value of 0.37 which is greater than 0.05. Thus, the null hypothesis is not rejected. Therefore, there is no significant relationship between inventory management and sustainability.

This negates the idea of Jorgensen (2007) that inventory management and sustainability have a relationship through sustainable supply chain because according to Lynch (2005) that there are some other factors to be considered that can affect to achieve sustainable supply chain management these are the sustainability dimensions such as social, environmental and economic issues that can lead companies into a sustainable business because these three are inter-related.

Table 3
Significant relationship between Inventory Management and Sustainability among selected Agri-Products retailers

Correlation coefficient	
Sustainability	
Inventory Management	0.79
P-value (0.37 > 0.05)	NOT SIGNIFICANT

Chapter 5

SUMMARY OF FINDING, CONCLUSION, AND RECOMMENDATION

This chapter presents the summary of finding, conclusion, and recommendation of the study.

Summary of Findings

The findings of the study are the following:

1. The over-all mean of inventory management is 3.85 having an interpretation of inventory management is often practiced.
2. The over-all mean of sustainability is 3.93 having an interpretation of sustainability is often practiced.
3. The computed r-value is 0.79 which is associated with P-value of 0.37 which is greater than 0.05. Thus, the null hypothesis is not rejected.

Conclusion

Based on the finding of the study the following conclusions are drawn:

1. The level of inventory management among selected agri-products retailers is high.
2. The level of sustainability among selected agri-products retailers in is high.
3. There is no significant relationship between inventory management and sustainability among selected agri-products retailers in Panabo City.

Recommendation

Based on the finding and conclusion of the study, the following recommendations are drawn:

1. The agri-products retailers may employ a well-trained employee and also employee that have work experience in the field of inventory management so that the business will ensure the productivity and survival of the business in a long term period. The retailers should have an education in inventory control for them to make useful reports of their inventories and know how to manage their inventory. They should have an annual or semi-annual audit of them to know if their business strategies boost them to have a great income and if this is giving them sustainable inventories. And lastly, their procurement policy should've change, for them to suit to their business and to ensure the acquisition of goods from their suppliers.
2. The small medium enterprises like agri-products retailers can be exported to worldwide markets because these products have a potential area for farming and food businesses to consider in other country and this will help to improve their business because these are utilizable.
3. The researchers proposed that a future research may be conducted to all agri-products retailers in Panabo City which will further distinguish the effect of Inventory Management to Sustainability.



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Appendix A

Letter of Permission to Conduct the Study

March 6, 2019

Pacifica Agrivet Supplies INC.
Pacifica Agrivet Supplies
Quirino St., Sto. Niño, Panabo City

Dear Sir:

A present day to you!


The undersigned are the third year students of UM Panabo College in Bachelor of Science in Accounting Technology who are conducting a research study entitled **"INVENTORY MANAGEMENT AND SUSTAINABILITY AMONG SELECTED AGRI-PRODUCTS IN PANABO CITY"**. Conducting research is embodied in our program and a requirement before graduation.

Anent to this, we would like ask permission from your prestigious establishment to allow us to conduct the said study. The result of this study will provide data realization of our undergraduate thesis.

We are looking forward to your approval on this request. Rest assured that all the information that will be gathered will be treated with utmost confidentiality.

Thank you very much.


Respectfully yours,


LAÑOJAN, JESON E.


LOYOLA, JYASY DAWN M.


SAMON, NESTLY ANN D.
Researchers

Noted:


ANGELO J. NAMUAG
Adviser

Letter of Request for Validation

Letter of Request for Validation

February 13, 2019

MARJORIE LIBRANDO, CPA, MBA
Professor
UM Panabo College
Panabo City

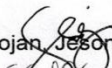
Ma'am/Sir:

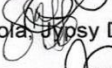
You are one of the chosen validator of our questionnaire on our research study entitled **"INVENTORY MANAGEMENT AND SUSTAINABILITY AMONG SELECTED AGRI-PRODUCTS IN PANABO CITY"**

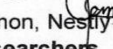
In line with this, we would appreciate it so much if you can share with us your expertise by rating this content. It would be a great help also for understanding, you can write your comment, suggestion and recommendation that will approve the above mention questionnaire.

Thank you very much for your assistance and valuable contribution on this request.

Respectfully yours,


Lañojan, Jason E.


Loyola, Dipsy Dawn M.


Samon, Nestly Ann D.
Researchers

Noted by:


ANGELO J. NAMUAG

Adviser

Letter of Request for Validation

Letter of Request for Validation

February 13, 2019

DR. AMELIE L. CHICO
Professor
UM Panabo College
Panabo City

Ma'am/Sir:

You are one of the chosen validator of our questionnaire on our research study entitled **"INVENTORY MANAGEMENT AND SUSTAINABILITY AMONG SELECTED AGRI-PRODUCTS IN PANABO CITY"**

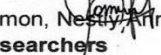
In line with this, we would appreciate it so much if you can share with us your expertise by rating this content. It would be a great help also for understanding, you can write your comment, suggestion and recommendation that will approve the above mention questionnaire.

Thank you very much for your assistance and valuable contribution on this request.

Respectfully yours,


Lañogan, Jason E.


Loyola, Jypsy Dawn M.


Samon, Nesty Arin D.
Researchers

Noted by:


ANGELO J. NAMUAG

Adviser

Letter of Request for Validation

Letter of Request for Validation

February 13, 2019

JESSA Q. BELOY, CPA
Professor
UM Panabo College
Panabo City

Ma'am/Sir:

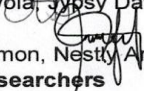
You are one of the chosen validator of our questionnaire on our research study entitled **"INVENTORY MANAGEMENT AND SUSTAINABILITY AMONG SELECTED AGRI-PRODUCTS IN PANABO CITY"**

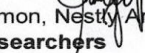
In line with this, we would appreciate it so much if you can share with us your expertise by rating this content. It would be a great help also for understanding, you can write your comment, suggestion and recommendation that will approve the above mention questionnaire.

Thank you very much for your assistance and valuable contribution on this request.


Respectfully yours,


Lañojan, Jason E.


Loyola, Jypsy Dawn M.


Samon, Nestly Ann D.
Researchers

Noted by:


ANGELO J. NAMUAG
Adviser

Appendix C-1

Validation Sheet



RESEARCH AND PUBLICATION CENTER

[] Main [] Branch

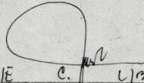
QUESTIONNAIRE VALIDATION SHEET

Title of Research: Inventory Management and Sustainability among selected agri-products retailers in Panabo City
 Proponents: Jay Landuan, Nestly Ann Samon, Jyrry Dawn Lopez

To the Evaluator: Please check the appropriate box for your ratings.

Point Equivalent: 5 – Excellent 2 – Fair
 4 – Very Good 1 – Poor
 3 – Good

	5	4	3	2	1
1. CLARITY OF DIRECTION AND ITEMS The vocabulary level, language structure and conceptual level of the questions suit the level of respondents. The test directions and items are written in clear and understandable manner.	/				
2. PRESENTATION/ORGANIZATION OF ITEMS The items are presented and organized in logical manner.	/				
3. SUITABILITY OF ITEMS The items appropriately represent the substance of the research. The questions are designed to determine the conditions, knowledge, perceptions and attitude that are supposed to be measured.		/			
4. ADEQUATENESS OF ITEMS PER CATEGORY The items represent the coverage of the research adequately. The number of questions per area category is representative enough of all the questions needed for the research.	/				
5. ATTAINMENT OF PURPOSE The instrument as a whole fulfills the objectives for which it was constructed.		/			
6. OBJECTIVITY Each item questions require only one specific answer or measures only one behavior and no aspect of the questionnaire suggest bias on the part of the researcher.	/				
7. SCALE AND EVALUATION RATINGS SYSTEM The scale adapted is appropriate for the items.	/				


 MARJORIE C. UMANDIN
 Signature Above Printed Name

Validation Sheet



RESEARCH AND PUBLICATION CENTER

[] Main [] Branch _____

QUESTIONNAIRE VALIDATION SHEET

Title of Research: Inventory Management and Sustainability among selected agri-products retailers in P.C.
 Proponents : Jay Lariojan, Nestly Ann Samon, Jypsy Dawn Layna

To the Evaluator: Please check the appropriate box for your ratings.


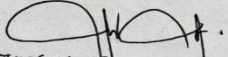
Point Equivalent: 5 – Excellent 2 – Fair
 4 – Very Good 1 – Poor
 3 – Good

	5	4	3	2	1
1. CLARITY OF DIRECTION AND ITEMS The vocabulary level, language structure and conceptual level of the questions suit the level of respondents. The test directions and items are written in clear and understandable manner.	/				
2. PRESENTATION/ORGANIZATION OF ITEMS The items are presented and organized in logical manner.		/			
3. SUITABILITY OF ITEMS The items appropriately represent the substance of the research. The questions are designed to determine the conditions, knowledge, perceptions and attitude that are supposed to be measured.	/				
4. ADEQUATENESS OF ITEMS PER CATEGORY The items represent the coverage of the research adequately. The number of questions per area category is representative enough of all the questions needed for the research.	/				
5. ATTAINMENT OF PURPOSE The instrument as a whole fulfills the objectives for which it was constructed.	/				
6. OBJECTIVITY Each item questions require only one specific answer or measures only one behavior and no aspect of the questionnaire suggest bias on the part of the researcher.	/				
7. SCALE AND EVALUATION RATINGS SYSTEM The scale adapted is appropriate for the items.	/				

Dr. Amelie L. Chico
 Signature Above Printed Name

Appendix C-3

Validation Sheet

 <p>The University of Mindanao</p>	RESEARCH AND PUBLICATION CENTER [] Main [] Branch _____				
QUESTIONNAIRE VALIDATION SHEET					
Title of Research: <u>Inventory Management and Sustainability among selected agri products retailers in P.C</u>					
Proponents : <u>Jay Lanojan, Nestly Ann Ramon, Jany Dawn Loyola</u>					
To the Evaluator: Please check the appropriate box for your ratings.					
Point Equivalent:	5 – Excellent	2 – Fair			
	4 – Very Good	1 – Poor			
	3 – Good				
1. CLARITY OF DIRECTION AND ITEMS The vocabulary level, language structure and conceptual level of the questions suit the level of respondents. The test directions and items are written in clear and understandable manner.	<input checked="" type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
2. PRESENTATION/ORGANIZATION OF ITEMS The items are presented and organized in logical manner.	<input checked="" type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
3. SUITABILITY OF ITEMS The items appropriately represent the substance of the research. The questions are designed to determine the conditions, knowledge, perceptions and attitude that are supposed to be measured.	<input checked="" type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
4. ADEQUATENESS OF ITEMS PER CATEGORY The items represent the coverage of the research adequately. The number of questions per area category is representative enough of all the questions needed for the research.	<input checked="" type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
5. ATTAINMENT OF PURPOSE The instrument as a whole fulfills the objectives for which it was constructed.	<input checked="" type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
6. OBJECTIVITY Each item questions require only one specific answer or measures only one behavior and no aspect of the questionnaire suggest bias on the part of the researcher.	<input checked="" type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
7. SCALE AND EVALUATION RATINGS SYSTEM The scale adapted is appropriate for the items.	<input checked="" type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
 JESSA Q. BELOS, CPA Signature Above Printed Name					
F-13100-004/ Rev. # 1/ Effectivity: July 24, 2017					

Appendix D

Survey Questionnaire

SURVEY QUESTIONNAIRE

INVENTORY MANAGEMENT AND SUSTAINABILITY AMONG SELECTED AGRI-PRODUCTS RETAILERS IN PANABO CITY

To respondents: The researchers are currently working on the topic about "Inventory Management and Sustainability among selected Agri-Products in Panabo City. Hence, you are one of the valued Respondents to answer some of our questions.

Part I. Profile of the Respondent/s

Name: Febe V. Muga

Position: Branch O.I.C

Name of Company: Pacific Agrivet supplies, INC.

Direction: Below are the questions to measure the level of inventory management. Please check (/) the corresponding choices that correspond to your answer. Think well and answer honestly. Your answer will be treated **confidentially**.

- 5 - Always** if the statement in the item is observe at all times
- 4 - Often** if the statement in the item is observe in majority cases
- 3 - Sometimes** if the statement in the item is observe but not in majority cases
- 2 - Seldom** if the statement in the items is observe in few instances
- 1 - Never** if the statement in the item is not observe at all

Part II. Inventory Management (¹OKWARO, FREDRICK, ²IRAVO, MIKE, AND ³BERUT, ZIPPORAH) (2017)

Staff skills and Experiences	5	4	3	2	1
The agri-products retailer					
1. Number of years in service affects inventory efficiency.		✓			
2. Post-employment training affects inventory control		✓			
3. Level of entry training affects inventory efficiency	✓				
4. Field of education affects inventory control	✓				


Inventory audit practices					
1. Frequency of stock taking affects inventory control	✓				
2. Records review frequency affects inventory control	✓				
3. Experienced stock balance discrepancies			✓		
4. Stock audit procedures affect inventory control	✓				
Procurement Policies					
1. Stock out frequency is affected by bureaucratic procedures			✓		
2. Complies with procurement policy level negatively affects inventory efficiency			✓		
3. Management support help navigate tedious procurement policy level	✓				
4. Procurement policy level need to be revised to enhance inventory efficiency			✓		

Part III. Sustainability

The agri-products retailer...	5	4	3	2	1
1. Improves the capacity of its financial state.	✓				
2. Perceives that companies are completely informed of the impact of their management.	✓				
3. Implies to the finest utilization of asset.	✓				
4. Maintains the awareness of financial destinations.	✓				
5. Improves the stable markets.	✓				
6. Contribute significantly to the economic and non-economic improvement	✓				
7. Brings up their items to the worldwide market			✓		
8. Aims to oversee the trade in what manner	✓				
9. Has specialized among related and administration abilities	✓				
10. Bargains not only with the investigation of opportunities and dangers in the advertise	✓				

Appendix F

Certificate of Appearance



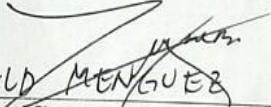
UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the
KZ FARM SUPPLY and conducted SURVEY
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled " Inventory Management and sustainability among selected Agri-products retailers in Panabo City "

during the period MARCH 6, 2019.
(State inclusive dates)


RONALD MENGUEZ
Name and Signature of Authorized Personnel



UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the
Charlie Agri Enterprise and conducted SURVEY
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled " Inventory Management and sustainability among selected Agri-products retailers in Panabo City "

during the period 3/6/19.
(State inclusive dates)


Dennis R. Bayan
Name and Signature of Authorized Personnel

Appendix E

Grammarly
Certification

Chapter 1-5

Performance

This text scores better than 96% of all text checked by Grammarly where comparable goals were set. **96**

Word Count

Characters	39,794	Reading time	23 min 33 sec
Words	5,891	Speaking time	45 min 18 sec
Sentences	283		

Readability Metrics compared to other Grammarly users

Word length	5.5	Above average
Sentence length	20.8	Above average
Readability score	24	

Your text is likely to be understood by college graduates but may not be easy for many to read.

Overall score 96

Goals
Adjust goals

All alerts

Correctness
7 alerts

Clarity
11 fundamentals

Engagement
Very engaging

Delivery
Just right

Plagiarism

LOYOLA/ LAÑOJAN/ SAMON

Grammarly Result 96%

Prof. Angelo Namuag
Adviser

Plagiarism Result

The screenshot displays the Feedback Studio interface. The main document content is as follows:

Chapter 1
THE PROBLEM AND ITS SETTING

Background of the Study

Sustainability is one in every of the foremost downside of the small medium enterprises due to lack of accounting information wherein they can't be able to manage their business resources with productivity successfully like their prices, expenditure money flows and additionally having difficulties in observation and dominant systems. Thus, improper keeping of records, lack of ICT usage for them to established quick transactions to customers and suppliers, restricted monetary resources during which small medium

Match Overview

Match Number	Source	Match Percentage
1	Shiau Wei Chan, R. Tan... Publication	5%
2	Ju Yeon Lee, Y. Tina Le... Publication	2%
3	Masudin, Blyasi Kamar... Publication	2%
4	Submitted to ESLSCA... Student Paper	1%
5	www.jeeppk.net Internet Source	1%
6	Submitted to RMIT Un... Student Paper	1%
7	Submitted to Manukau... Student Paper	1%

Page: 1 of 28 | Word Count: 5903 | Text-only Report | High Resolution

LANOJA LOYOLA SAMON

(September 13, 2019)

PLAGIARISM RESULT FIRST RUN PASSED 19%

CONGRATULATIONS

DR. AMELIE L. CHICO

RESEARCH COORDINATOR



LAÑOJAN, JESON E.

Purok 4-A Southern davao, Panabo City

09071954055

lañojan_jeson@gmail.com

PERSONAL INFORMATION

Age	:	24
Date of Birth	:	September 11, 1994
Height	:	5'8
Weight	:	53
Status	:	Single
Sex	:	Male
Citizenship	:	Filipino
Religion	:	Christian
Father`s Name	:	Tito S. Lañojan
Mother`s Name	:	Gloria E. Lañojan
In case of emergency:		Gloria E. Lañojan
Address	:	Prk 4-A Southern davao Panabo City
Contact No.	:	09128562000

EDUCATIONAL BACKGROUND

- **Tertiary Education**
Bachelor of Science in Accounting Technology
UM Panabo College
P.N Arguilles St.,Brgy. San Francisco, Panabo City
- **Secondary Education**
Panabo National High School
Panabo City, Davao Del Norte
2011-2012
- **Elementary Education**
Gredu Elementary School
Panabo City Davao Del Norte

2007-2008

EMPLOYMENT RECORD

Company Name	Position	Date
Aidrain Waters Station	All around staff	2015-19



LOYOLA, JYPSY DAWN M.

Purok Ubas Niceville Subd., Cagangohan Panabo City
09092308221
dawnmadelo02@gmail.com

PERSONAL INFORMATION

Age : 20
Date of Birth : December 02, 1998
Height : 4'11
Weight : 40
Status : Single
Sex : Female
Citizenship : Filipino
Religion : Roman Catholic
Father`s Name : Rosario Q. Loyola
Mother`s Name : Artemia M. Loyola
In case of emergency: Artemia M. Loyola
Address : Purok Ubas, Niceville Subd.,
Cagangohan Panabo City

Contact No. : 09092308221

EDUCATIONAL BACKGROUND

- **Tertiary Education**
Bachelor of Science in Accounting Technology
UM Panabo College
P.N. Arguilles St., Brgy. San Francisco, Panabo City
- **Secondary Education**
Panabo National High School
Gredu, Panabo City
2014-2015
- **Elementary Education**

G.L. Dondoy Central Elementary School
Cagangohan, Panabo City
2010-2011



SAMON, NESTLY ANN D.

Purok 13-A Maricris Village, A.O Floirendo
Panabo City
09121656107
nestlyanndeparoco29@gmail.com

PERSONAL INFORMATION

Age : 22
Date of Birth : May 29, 1996
Height : 5'2
Weight : 49.8
Status : Single
Sex : Female
Citizenship : Filipino
Religion : Roman Catholic
Father`s Name : Dionisio O. Samon
Mother`s Name : Connie D. Samon
In case of emergency: Dionisio O. Samon
Address : Purok 13-A ,Maricris Village,
A.O Floirendo, Panabo City
Contact No. : 09467410763

EDUCATIONAL BACKGROUND

- **Tertiary Education**
Bachelor of Science in Accounting Technology
UM Panabo College
P.N. Arguilles St., Brgy. San Francisco, Panabo City
- **Secondary Education**
Tulalian National High School
Tulalian Sto.Tomas Davao Del Norte
2012-2013
- **Elementary Education**
Tulalian Elementary School

Tulalian Sto.Tomas Davao Del Norte
2007-2008

EMPLOYMENT RECORD

Company Name	Position	Year
Panabo City Hall (SPES Program)	Encoder	2017
Just JJ Beauty Shoppe	Encoder	2018 - 2019