



**CAMARINES SUR
POLYTECHNIC COLLEGES**
ISO 9001:2015 CERTIFIED

Journal of Education, Management and Development Studies

An International Refereed Journal

**DECEMBER 2022, VOL. NO.2 ISSUE NO. 4
PRINT-ISSN : 2782-9413
E-ISSN : 2799-0583**

**CAMARINES SUR POLYTECHNIC COLLEGES
CENTER FOR RESEARCH AND DEVELOPMENT**

jemds.cspc.edu.ph