

# University of San Carlos



Cebu City, Philippines

*To all whom these presents shall come*

**Greetings**

*Be it known that*

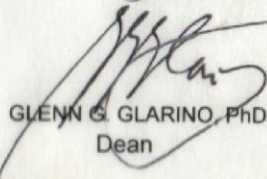
**Mary Ann Gumba Cobico**

*having satisfactorily completed the prescribed Curriculum, in accordance with the recommendation of the Faculty, the approval of the Board of Trustees and by Authority of the Government of the Philippines, has this day been granted the degree of*

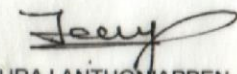
**Master of Arts in Psychology**

*with all the Rights and Privileges thereunto appertaining. In testimony whereof are hereunto affixed the Corporate Seal of the University and the Signatures of the President, the Vice President for Academic Affairs, and the Dean.*

*Given at Cebu City, Philippines, this 19th day of December 2020.*

  
GLENN G. GLARINO, PhD  
Dean

  
FR. NARCISO ACELLAN, JR., SVD, DComm  
President

  
FR. JESURAJ ANTHONIAPPEN, SVD, PhD  
Vice President for Academic Affairs







# UNIVERSITY OF SAN CARLOS

## Office of the Registrar

Nasipit, Talamban, 6000 Cebu City, Philippines

Tel. No. (63 32) 230-0100 local 115, 112, 138

Email Address: registrar@usc.edu.ph

ACCREDITED Charter Member Philippine  
Accrediting Association of  
Schools, Colleges and  
Universities (PAASCU)

CERTIFIED ISO 9001:2015

SCHOOL CODE: 7078

## OFFICIAL TRANSCRIPT OF RECORDS

Page 1

### PERSONAL DATA

Student Name : **COBICO, MARY ANN GUMBA**  
ID Number : **16200211**  
Birthdate : **MAY 21, 1980**  
Birthplace : **BAYBAY, LEYTE**  
Gender : **FEMALE**  
Religion : **ROMAN CATHOLIC**  
Citizenship : **FILIPINO**  
Parent/Spouse : **EDGARDO L. COBICO**  
Address : **TIPAY, STA. CRUZ, BAYBAY 6521, LEYTE,  
REGION 8 - EASTERN VISAYAS, PHILIPPINES**  
Contact Number : **09665443370**



### PRELIMINARY EDUCATION

Elementary : **STA. CRUZ ELEMENTARY SCHOOL** Year : **1993**  
Secondary : **VISCA LABORATORY HIGH SCHOOL** Year : **1997**

### GRADING SYSTEM

	GRADE	EQUIVALENT	INDICATION
1.0	A+	100-95%	Excellent
1.1-1.5	A- A-	94-90%	Very Good
1.6-2.5	A- - B-	89-80%	Good
2.6-3.0	C+ - C	79-75%	Fair
5.0	C-	74	Failure
INC	"Incomplete"		
NC	"No Credit"		
W	"Withdrawal with official notice"		
IP	In Progress		
P	Passed		

One collegiate/graduate unit of credit is one hour lecture or recitation each week or total of 18 hours in a semester. Three hours laboratory work, drafting, or a shop work each week or a total of 54 hours a semester as regarded as equivalent also to one unit of credit.

The semestral average grade of a student is computed by multiplying the number of units assigned to a course by the grade earned and the product divided by the total units earned for the semester.

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JAMES ANTHONY T. TOLEDO  
University Registrar





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**ENTRANCE ADMISSION : GRADUATED WITH THE DEGREE OF BACHELOR OF ARTS IN  
PSYCHOLOGY, CUM LAUDE ON MARCH 27, 2002 AT THE  
PHILIPPINE NORMAL UNIVERSITY. SPECIAL ORDER  
EXEMPTED.**

**Student Name : COBICO, MARY ANN GUMBA**

### SECOND SEMESTER 2016-2017 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 621B	ORGANIZATIONAL PSYCHOLOGY	1.4	3.0
PSYC 622	ADVANCED THEORIES OF PERSONALITY	1.5	3.0
PSYC 634	ADVANCED PSYCHOLOGICAL ASSESSMENT (IND / INTELLIGENCE TESTS)	1.3	3.0
PSYC 699	LABOR LAWS	1.2	3.0

### FIRST SEMESTER 2017-2018 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 620A	ADVANCED INDUSTRIAL PSYCHOLOGY	1.8	3.0
PSYC 623	POSITIVE PSYCHOLOGY	1.3	3.0
PSYC 625	GROUP DYNAMICS	1.4	3.0
PSYC 662	COMMUNITY PSYCHOLOGY	1.1	3.0

### SECOND SEMESTER 2017-2018 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 622C	HUMAN RESOURCE DEVELOPMENT	1.7	3.0
PSYC 623D	ORGANIZATIONAL DEVELOPMENT	1.3	3.0
PSYC 624E	PSYCHOLOGICAL ASSESSMENT IN IO	2.0	3.0
PSYC 626	SPECIAL TOPICS IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY	1.4	3.0

### TRANSITION SEMESTER 2018 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 620	FOUNDATIONS OF PSYCHOLOGICAL RESEARCH	1.7	3.0
PSYC 621	ADVANCED STATISTICAL METHODS IN PSYCHOLOGY	1.6	3.0

### FIRST SEMESTER 2018-2019 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
CAS RES	RESIDENCY IN CAS	P	
PSYC 624	ABNORMAL PSYCHOLOGY	1.2	3.0
PSYC 630	INTRODUCTION TO COUNSELING AND PSYCHOTHERAPY	1.3	3.0

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Student Name : COBICO, MARY ANN GUMBA

### SECOND SEMESTER 2018-2019 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
THES RES	THESIS COUNSELLING	IP	

### FIRST SEMESTER 2019-2020 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
THES RES	THESIS COUNSELLING	IP	

### SECOND SEMESTER 2019-2020 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 670	INTERNSHIP	1.2	3.0
THES RES	THESIS COUNSELLING	IP	

### FIRST SEMESTER 2020-2021 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
THES RES	THESIS COUNSELLING	P	3.0

Graduated : MASTER OF ARTS IN PSYCHOLOGY WITH CONCENTRATION IN  
INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

Date of Graduation : December 19, 2020

Thesis/Dissertation : "EMPLOYEE ENGAGEMENT AND JOB SATISFACTION: ITS EFFECT TO  
WORK PERFORMANCE AMONG STANDARD AND NONSTANDARD  
EMPLOYEES IN CHOSEN STATE UNIVERSITIES"

Special Order (S.O) Requirement : EXEMPTED. The University of San Carlos has been granted  
autonomous status by the Commission on Higher Education with the  
benefit of exemption from the issuance of Special Order (S.O.) for its  
graduates.

Program Accreditation : ACCREDITED by the Federation of Accrediting Agencies of the  
Philippines (FAAP) as evaluated by the Philippine Accrediting  
Association of Schools, Colleges and Universities (PAASCU).

Date Issued : April 05, 2022

Purpose : FOR EVALUATION

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PAMBANSANG SENTRO NG EDUKASYONG PANGGUGRO

TANGGAPAN NG TAGALALA  
MAYNILA, PILIPINAS

OFFICIAL TRANSCRIPT OF RECORDS OF **MARY ANN GUMBA COBICO**  
in the Philippine Normal University **BACHELOR OF ARTS**

(CURRICULUM)

Address **BAYBAY CITY, LEYTE**

Entrance Data **F138**

Course No.	DESCRIPTION	Final Grade	Units or Credits
First Semester - 1998-1999			
ENG1	COMMUNICATION ARTS 1	89	3.0
EUT1	ADJUSTMENT TO UNIVERSITY LIFE	P	0.0
KAS1	KASAYSAYAN NG PILIPINAS	86	3.0
MATH2	COLLEGE ALGEBRA	81	3.0
MUSIC1	PANGKAALAMAN SA MUSIKA	81	3.0
PE2	RHYTHMIC ACTIVITIES	87	2.0
PSYCH1	GENERAL PSYCHOLOGY	90	3.0
VE1	PERSONHOOD DEVELOPMENT	89	3.0
Second Semester - 1998-1999			
AGP1	HEOGRAPIYA: ISYU AT MGA PROSPEKTO	81	3.0
ENG2	BASIC COMMUNICATION ARTS 2	89	3.0
FIL1	GAMITING FILIPINO SA LARANGANG AKADEMIKO	84	3.0
MATH2	COLLEGE ALGEBRA	80	3.0
PE1	GYMNASTICS	89	2.0
READ1	DEVELOPMENTAL READING	88	3.0
SCI1	PHYSICAL SCIENCE	84	3.0
First Semester - 1999-2000			
EDUC1	FOUNDATIONS OF EDUCATION 1	87	3.0
ENG3	INTRODUCTION TO LITERATURE	86	3.0
MATH15	COMPUTER SCIENCE I	88	3.0
PE3	FUNDAMENTALS OF GAMES & SPORTS	90	2.0
PSYCH2	DEVELOPMENTAL PSYCHOLOGY	86	3.0
PSYCH3	BEHAVIORAL STATISTICS	88	3.0
READ4	READING FOR POWER AND ENJOYMENT	84	3.0
SCI3	EARTH & ENVIRONMENTAL SCIENCES	85	3.0
Second Semester - 1999-2000			
PSYCH4	FILIPINO PSYCHOLOGY	87	3.0
EDUC2	FOUNDATIONS OF EDUCATION 2	89	3.0
MATH16	COMPUTER SCIENCE 2	87	3.0
AGP3	PAMAHALAAN AT SALIGANG BATAS NG PILIPINAS	87	3.0
PSYCH5	SOCIAL PSYCHOLOGY	93	3.0

GRADING SYSTEM - 1 = 97-100%; 1.25 = 94-96%; 1.5 = 90-93%; 1.75 = 87-89%; 2.0 = 83-86%; 2.5 = 78-82%; 3.0 = 75-77%; 5.0 = 74% and below;

INC - Incomplete; AW - Authorized Withdrawal; UV - Unauthorized Withdrawal.

MINIMUM RATING FOR PASSING A COURSE: 3.0 in 75% for the undergrad. courses; 2.0 for the grad. courses

CREDIT - One unit of credit is equivalent to one hour of class activity each week for the period of a complete semester.

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NSTP Serial No.:

Prepared By: J. J. J. J.

12/20/2017

NOEMI B. ZULIETA, Ph. D.

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### OFFICIAL TRANSCRIPT OF RECORDS OF MARY ANN GUMBA COBICO

in the Philippine Normal University BACHELOR OF ARTS

(CURRICULUM)

Address BAYBAY CITY, LEYTE

Entrance Data F138

Course No.	DESCRIPTION	Final Grade	Units or Credits
ENG9	PHILIPPINE LITERATURE	94	3.0
MATH22	PRACTICAL MATHEMATICS	87	3.0
SCI2	BIOLOGICAL SCIENCE	88	3.0
EUT2	SOCIAL GRACES	P	0.0
PE4	RECREATIONAL ACTIVITIES	90	2.0
First Semester - 2000-2001			
ENG12	EFFECTIVE AND TECHNICAL WRITING	85	3.0
PSYCH8	THEORIES OF PERSONALITY	87	3.0
PSYCH6	PSYCHOLOGICAL TESTING	86	3.0
CHEM1A	GENERAL CHEMISTRY	86	3.0
EUT3	LEADERSHIP TRAINING AND GROUP PROCESSES	P	0.0
AGP2-PSY	PILOSIPIYANG PANILIPUNAN	89	3.0
PSYCH7	EXPERIMENTAL PSYCHOLOGY	91	3.0
Second Semester - 2000-2001			
FIL2	SINING NG KOMUNIKASYON	89	3.0
AGP4	BUHAY AT KATHA NI RIZAL	88	3.0
EDUC7A	MEASUREMENT AND EVALUATION	87	3.0
PSYCH11	EDUCATIONAL PSYCHOLOGY	83	3.0
HUM1	UNDERSTANDING THE ARTS	86	3.0
PSYCH10	ABNORMAL PSYCHOLOGY	87	3.0
PSYCH9	PSYCHOLOGICAL RESEARCH	91	3.0
First Semester - 2001-2002			
EDUC9-PSY	PRINCIPLES AND MANAGEMENT OF TEACHING AND INSTRUCTIONAL TECHNOLOGY	84	3.0
PSYCH14	PSYCHOLOGY OF HUMAN RELATIONS	91	3.0
EUT4	CAREER PLANNING AND EMPLOYMENT	P	0.0
PSYCH12	GUIDANCE AND COUNSELING	97	3.0
DS1	SPEECH AND PLAY PRODUCTION	85	3.0
PSYCH13	ORGANIZATIONAL PSYCHOLOGY	92	3.0
AGP6A	PANIMULANG EKONOMIYA	88	3.0

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Course No.	DESCRIPTION	Final Grade	Units or Credits
Second Semester - 2001-2002			
AGP10A	AGHAM PAMPULITIKO	95	3.0
AGP7A	LOHIKA	92	3.0
AGP8A	SOSYOLOHIYA AT ANTROPOLOHIYA	93	3.0
PSYCH15	PRACTICUM (EDUCATIONAL, INDUSTRIAL, CLINICAL)	99	6.0
HIST4	WORLD HISTORY 2	91	3.0

GRADUATED CUM LAUDE WITH THE DEGREE OF BACHELOR OF ARTS IN PSYCHOLOGY ON  
MARCH 27, 2002



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