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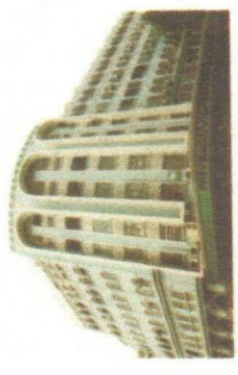


Founded 1947

Unibersidad

OF SAN JOSE-RECOLETOS

Cebu City, Philippines



To all persons to whom these presents shall come
Greetings
Be it known that

Analita A. Salahan

having satisfactorily completed the requirements as prescribed by the Commission on Higher Education upon the recommendation of the College Dean and Faculty, and the approval of the University President by virtue of the authority vested in him by the Board of Trustees, has this day been granted the degree of

Doctor in Management major in Human Resource Management

with all the rights, honors and privileges as well as obligations and responsibilities thereunto appertaining.
In testimony whereof are affixed the Corporate Seal of the University and signatures
of the President, Dean and the Registrar.

Given at Cebu City, Philippines, this 12th day of December, 2012.



Janet B. Uy-Dacudao
ATTY. JANET B. UY-DACUDAO
Registrar

Rev. Fr. Christopher C. Maspala, OAR
REV. FR. CRISTOPHER C. MASPALA, OAR
President

Edgar R. Detoya
EDGAR R. DETOYA, CPA, D.M.
Dean



University of San Jose - Recoletos

Office of the Registrar

Magallanes St., Cebu City, 6000 Philippines

☎ (+6332) 253-7900 local 260-264

✉ registrar@usjr.edu.ph



PAASCU ACCREDITED

OFFICIAL TRANSCRIPT OF RECORDS

SALABAO

(Last Name)

ANALITA

(First Name)

ABELLA

(Middle Name)

PERSONAL DATA

Date of Birth : **February 1, 1961**

Place of Birth : **Tacloban City, Leyte**

Religion : **Roman Catholic**

Spouse : **Mr. Orlando Lou Salabao**

Address : **Apartment 68, KilbourneE, St., Visca, Baybay 6521 Leyte**
Cell #: **0932-1519498**
Tel. #: **(053)563-7385**

Email Address : **N/A**

Gender : **Female**

Civil Status : **Married**

Citizenship : **Filipino**

ACR No :

Date Issued:



PRELIMINARY EDUCATION

Elementary : **Rizal Central High School**

Year Completed: **1972-1973**

Secondary : **Leyte Reserach's Development High School**

Year Completed: **1976-1977**

Entrance Credential(s) to College: **Hon. Dismissal, TOR**

[GRADING SYSTEM]

GRADE		EQUIVALENT	INDICATION
1.0	A+	100 - 95%	Excellent
1.1 - 1.5	A	94 - 90%	Superior
1.6 - 2.0	B+	89 - 85%	Very Good
2.1 - 2.5	B	84 - 80%	Good
2.6 - 2.9	B-	79 - 76%	Fair
3.0	C	75%	Passed
3.1 - 4.0			Conditioned (valid for prelim and mid-term only)
5.0	C-	74% and below	Failed
W			Withdrawn
NC			No Credit
INC			Incomplete

One unit credit is one hour lecture or recitation each week for a total of 18 weeks in one semester. Three hours of laboratory work, drafting, shopwork, or field work each week is equivalent to one unit of credit.

The semestral average grade of a student is obtained by multiplying the number of units assigned to a course by the grade earned. The sum of the products is divided by the total number of units earned by the student for the semester.

Not Valid Without
Official USJ-R
Seal

ATTY. JANET B. UY-DAGUDAO
University Registrar



University of San Jose - Recoletos

Office of the Registrar

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AASCU ACCREDITED

OFFICIAL TRANSCRIPT OF RECORDS

SALABAO

(Last Name)

ANALITA

(First Name)

ABELLA

(Middle Name)

Course No.	Descriptive Title	Final Grade	Removal Grade	Credit Units
<u>D.M.-H.R.M. - 1</u>				
<u>3rd Trimester 2009-2010</u>				
DHRM 203	Organizational Development/Dynamics of Organization	1.00		3.0
DHRM 205	Human Resource Planning	1.20		3.0
DHRM 211	Occupational Safety, Security and Health	1.20		3.0
<u>D.M.-H.R.M. - 1</u>				
<u>1st Trimester 2010-2011</u>				
DHRM 209	Employee and Labor Relations	1.00		3.0
DHRM 210	Performance Management and Career Development	1.20		3.0
<u>D.M.-H.R.M. - 1</u>				
<u>2nd Trimester 2010-2011</u>				
DHRM 208	Wage, Benefits and Salary Administration	1.20		3.0
DHRM 212	Strategic Management	1.30		3.0
<u>D.M.-H.R.M. - 1</u>				
<u>3rd Trimester 2010-2011</u>				
DHRM 222	Phase 1 - Dissertation Research/Proposal Defense	Passed		6.0
<u>D.M.-H.R.M. - 1</u>				
<u>2nd Trimester 2012-2013</u>				
DHRM 223	Phase 2 - Dissertation Research/Dissertation Defense	Passed		6.0

Dissertation Title:

"Position Classification Plan for State Universities and Colleges (SUCs):
Proposed Faculty Promotion Plan for Visayas State University (VSU) Baybay City, Leyte"

GRADUATED

DOCTOR IN MANAGEMENT MAJOR IN HUMAN RESOURCE MANAGEMENT

(D.M.-H.R.M.)

December 12, 2012

FULL AUTONOMY STATUS

EXEMPTED FROM

SPECIAL ORDER

▣ ▣ ▣ ENTRIES BELOW THIS LINE ARE CONSIDERED NULL AND VOID ▣ ▣ ▣

Purpose: **For AACOP Accreditation**

Page 1 of 1

Date Issued: **July 10, 2015**

Checked By: **Rolando S. Mantalaba**

Prepared By: **Griffith T. Monsanto**

Not Valid Without
Official USJ-R
Seal

ATTY. JANET B. UY-DACUDAO
University Registrar

OFFICIAL TRANSCRIPT OF RECORD

ADMISSION DATA:

Name ANALITA P. ABELLA *Splabao*
Student No. 86-91618 Sex Female
Address 98 Kalipayan Rd., Sagkahan, Tacloban City
Date and Place of birth February 1, 1961
Father's Name Silvestre E. Abella Sr.
Mother's Name Sylvia Perpitan
College/School Graduate School
Degree/Title/Course Master of Management
Major Agribusiness Management
Date Graduated April 1 1989
Date/Semester admitted June, 1986
Category New Graduate
Diploma/Title/Degree B. S. A. B. (Cum laude)
High School/College Visayas State College of Agriculture
Baybay, Leyte
Date graduated/last attended April 3, 1981
NCEE rating X-X-X Year Taken X-X-X

COURSE NUMBER	COLLEGIATE RECORD DESCRIPTIVE TITLE OF THE COURSE	GRADES		CREDITS
		Final	Re-exam Completion	
	Entrance credentials show: Graduation from the Visayas State College of Agriculture, Baybay, Leyte with the degree of Bachelor of Science in Agri-Business (Cum laude) major in Business Management on April 3, 1981. Certified true copies of the official transcript of records from the above school are attached as pages 2 and 3. Records from the University of the Philippines Los Baños are on page 4.			

Remarks

Rp 6/8/89

Grading System: 1-Excellent; 1.5-Very Good; 2-Good; 2.5-Satisfactory; 3-Pass; 4-Conditional failure; 5-Failure; Inc.-Incomplete.

Credits: One university unit of credit is one hour lecture or recitation each week for the period of a complete semester of 15 to 17 weeks. In all courses, two and a half to three hours of laboratory work, and in technical courses, three hours of drafting or shop work are regarded as the equivalent of one hour of recitation or lecture.

NOTE: This copy is an exact reproduction of the transcript on file with the Office of the University Registrar and is considered as an original copy when it bears the dry seal of the University and original signature in ink of the University Registrar. Any erasure or alteration made on this copy renders the whole transcript invalid.

Typed by: G. M. ODEJAR Date: 10.7.88
Checked by: Rha Date: 6-22-89
Issued by: Rha Date: 6-27-89

Carolina P. Santillana
CAROLINA P. SANTILLANA
REGISTRAR

(Rev. July 1987)

6/22/89

Galabas, Arealta

Date/~~Source~~ admitted _____

Category _____

Diploma/Title/Degree _____

High School/College _____

Date graduated/last attended _____

NCEE rating _____ Year Taken _____

Name ANALITA E. ABELLA
Student No. 86-91618 Sex _____
Address _____
Date and Place of birth _____
Father's Name _____
Mother's Name _____
College/School _____
Degree/Title/Course _____
Major _____
Date Graduated _____

COURSE NUMBER	COLLEGIATE RECORD		GRADES		CREDITS
			Final	Re-exam	
				Completion	
		DESCRIPTIVE TITLE OF THE COURSE <u>GRADUATE SCHOOL (MASTER OF SCIENCE)</u> <u>FIRST SEMESTER, 1986-1987</u>			
Mgt.	202	Development Perspective	1.5	-	3
Mgt.	211	Quantitative Methods in Administration	2.0	-	3
Mgt.	212	Managerial Problem Solving & Decision-Making	1.5	-	3
Mgt.	220	Management Accounting and Control I	2.0	-	3
		<u>SECOND SEMESTER, 1986-1987</u>			
Dev. Com.	211	Organizational Communication	1.25	-	3
Mgt.	201	Economic Analysis	1.75	-	3
Mgt.	222	Financial Management	1.5	-	3
ABM	222	Agricultural Production Management	1.0	-	3
		<u>S U M M E R, 1987</u>			
Mgt.	230	Marketing Management	1.75	-	3
ABM	265	Advanced Agribusiness	1.5	-	3
		<u>FIRST SEMESTER, 1987-1988</u>			
Mgt.	257	Business Policy	1.25	-	3
ABM	270	Agribusiness Management	1.25	-	3
Mgt.	251	Human Behavior in Organizations	1.25	-	3
		<u>SECOND SEMESTER, 1987-1988</u>			
ABM	298	Field Studies	Inc	1.25	3
		<u>S U M M E R, 1988</u>			
		Residence	-	-	-
		<u>FIRST SEMESTER, 1988-1989</u>			
		Residence	-	-	-
		<u>SECOND SEMESTER, 1988-1989</u>			
		Residence	-	-	-
UP-x-LB					
			P	6/8/89	

Remarks	Cleared effective March 6, 1989.
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Credits: One university unit of credit is one hour lecture or recitation each week for the period of a complete semester of 15 to 17 weeks. In all courses, two and a half to three hours of laboratory work, and in technical courses, three hours of drafting or shop work are regarded as the equivalent of one hour of recitation or lecture.

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Typed by: P.A. Dumaraos Date: 10-7-88
Checked by: Rba Date: 6-22-89
Issued by: Rba Date: 6-27-89

CAROLINA P. SANTILLANA
REGISTRAR

(Rev. July 1987)



Republic of the Philippines Page 2 of 4 pages
VISAYAS STATE COLLEGE OF AGRICULTURE
Daybay, Leyte
Office of the College Secretary

OFFICIAL TRANSCRIPT OF RECORD

Name MS. ANALITA P. ABELLA NCEE RATING: 98% (1976)
Address Kalipayan Rd., Sagkahan, Tac. City Date of Admission June, 1977
Date of Birth February 1, 1961 Course Pursued -
School Leyte Research Dev't. High Sch. Date of Graduation April 3, 1981
Degree B.S.A.B.
Date of Graduation 1977 Major Business Management



Course Number	Descriptive Title	Grades		Credits
		Final	Re-Exam.	
VISAYAS STATE COLLEGE OF AGRICULTURE, BAYBAY, LEYTE				
<u>1st Sem., 1977-78</u>				
English 11	Communication Skills I	1.25		3
Math 11	College Algebra	1.75		3
Education 11	General Psychology	1.50		3
Economics 11	General Economics	1.50		3
Biology 11	General Biology	1.50		3
Chemistry 11	General Chemistry	1.50		3
P.E. 11	Physical Education I	2.00		2
Puthenics 11	Personality Development and Adjustment	1.75		1
<u>2nd Sem., 1977-78</u>				
English 12	Communication Skills II	1.50		3
Math 12	Plane Trigonometry	2.75		3
Education 12	General Sociology	1.00		3
Botany 11	General Botany	1.25		3
Zoology 11	General Zoology	1.75		3
Chemistry 12	General Chemistry II	1.75		3
P.E. 12	Physical Education II	1.75		2
Puthenics 12	Human Relationships	2.25		1
<u>Summer, 1978</u>				
Human 11	Introduction to Humanities	1.00		3
Soc Sci 11	Philippine History and Institution	1.50		3
<u>1st Sem., 1978-79</u>				
An Sci 21	Principles of Animal Science I	1.50		3
Economics 12	Land Reform and Taxation	1.50		3
Soils 21	Fundamentals of Soils and Fertilizers	1.75		3
Agron 21	Fundamentals of Crop Production	1.50		3
Physics 11	General Physics I	1.50		3
English 13	Writing Scientific Paper	1.25		3
Speech 11	Effective Speech	1.50		3
P.E. 13	Physical Education III	2.25		2
Puthenics 13	Moral and Spiritual Values	1.50		1
<u>2nd Sem., 1978-79</u>				
Spanish 11	Communication Skills I	2.25		3
An Sci 22	Principles of Animal Science II	4.50		3
Hort 22	General Horticulture	1.50		3
Physics 12	General Physics II	1.75		3
Crop Prot 21	Principles of Crop Protection	1.50		3
Economics 21	Farm Management	1.25		3
P.E. 14	Sports Specialization	2.25		2
Puthenics 14	How to Look For A Job and Keep It	4.50		1
<u>Summer, 1979</u>				
Ac Econ 41	Principles of Accounting	1.25		3
Agrib 31	Introduction to Agribusiness	1.75		3
<u>1st Sem., 1979-80</u>				
Math 20	Mathematics of Investment	2.75		3
Spanish 12	Communication Skills II	2.00		3
Ag Eng'g 22	Farm Machinery and Equipment	2.00		3
Crop Prot 22	Pest Control	2.00		3
Agrib 33	Business Finance			3

4 XEROX COPY OF THE ORIGINAL

(CONTINUED ON PAGE TWO)

4 XEROX COPY OF THE ORIGINAL
(CONTINUED ON PAGE TWO)

CAROLINA P. SANTILLANA
REGISTRAR

6/22/89

A TRUE COPY
CONSIDERED ORIGINAL WITH
GENUINE SIGNATURE AND
COLLEGE SEAL

LINDA N. MAHISCAI
REGISTRAR

GRADUATED: CUM LAUDE, BACHELOR OF SCIENCE IN AGRI-BUSINESS (BSAB), MAJOR IN
BUSINESS MANAGEMENT, AS OF APRIL 3, 1981, AS PER BOARD RES. NO. 34, S. 1981.



CAROLINA P. SANTILLANA

REGISTER

7622/89

Credit: One unit of credit is one hour lecture or recitation, and three hours of laboratory work is equivalent to one hour lecture or recitation.

REMARKS ISSUED AS REQUESTED

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CONSIDERED ORIGINAL WITH
GENUINE SIGNATURE AND
COLLEGE SEAL

DATE ISSUED JAN 28 1986

NOT VALID WITHOUT IT

JINDA N. MAHISLA
REGISTRAR