Level of Policy Awareness and Practices of the Students and Employees on the DDC Eco-Friendly Program

Corazon T. Dela Torre, DM

Lily B. Babayen-on, DM

ABSTRACT

This study aimed to find out the level of policy awareness and practices of the students and employees on the eco-friendly program at DDC. A descriptive-comparative and correlation method of research was used to compare the results of the students and employees and to correlate policy awareness and practices on Eco-friendly program of the college. A total enumeration of regular employees and students enrolled in the first semester from Davao Doctors College were the respondents of the study. Mean was used for the level of awareness and practices, Pearson-r for correlation and t-test for significant difference in the level of awareness and practices between employees and students. Both the employees' and students' awareness and practice are significantly correlated; it implies that the higher the awareness of the employees, the higher is their practice on the policies for eco-friendly programs in DDC. Employees and students' level of policy awareness in terms of waste management, and power and water cost management are not significantly different, thus they have the same level of awareness regarding these policies. The employees and students' levels of policy practices are significantly different. However, the levels of practices of the employees and students in terms of power and water cost management are not significantly different.

Keywords: *Policy awareness and practices, enhancement program, eco-friendly program*

INTRODUCTION

Saving the environment is a major issue for all people across the planet. There is the call to *"Go Green",* the call for embracing a clean energy future; to have an eco-friendly environment and ultimately save our planet. This call to save the environment or go green will be for every person, every household, every business, and every school to do their part.

Different colleges and universities worldwide celebrate earth day to create awareness and generate action for preserving the environment. Creative activities such as panel discussions, presentations, film viewing, and academic lessons were done in order to get students to think critically about the environment and its preservation. Going green is not only good for protecting the environment but it also encompasses many different lifestyle changes that have personal health and monetary benefits. For college students, there are numerous ways to go green and do once part in protecting the environment. Some colleges even have clubs that focus on environmentalism, and their members brainstorm ideas to make their college campuses green (Murray, 2007). Going green involves implementing practices such as recycling that will reduce our impact on the environment". Calandruccio (2012) has put it, *"The greatest work we can do today is to become accountable for our impact on the environment and translate our behavior to the communities we inhabit after college."* In Davao City, Davao Doctors College was one of the schools given recognition as the *"Best Smoke Free School"* on May 31, 2007 at SM Entertainment Plaza, Davao City, Philippines by the Anti-Smoking Free Task Force of Davao City. Then on December 1, 2011, the College because of its exemplary program on waste management was adjudged as 2011 DATU GREEN AWARDEE '11 by the Philippine Marketing Association-Davao Chapter at the Marco Polo Hotel, Davao City.

The aforementioned recognition and awards on the waste management program have become the focus of concern of the whole institution particularly its sustainability. Hence, this study is undertaken to find out the extent of policy implementation of the different practices of the DDC community as an eco-friendly school. Furthermore, this study sought to determine if DDC's goal number four as stated in the school's VMG has been properly and religiously embraced by the students, faculty, and staff. Goal # 4 in the student handbook states, "To promote environmental concern and community awareness by maintaining a sustainable and environment- friendly institution and implementing activities that help nurture the environment." These are the reasons why the researchers took the interest of pursuing this study on the sustainability of DDC as an eco-friendly institution. Results of the study will be the basis for future plans of making DDC a better and more sustainable eco-friendly institution.

Statement of the Problem

This study aimed to find out the level of policy awareness and practices of the students and employees on the Eco-Friendly Program at DDC. Specifically, the study aimed to answer the following questions:

1. What is the level of policy awareness and practices among the employees and students in terms of waste management, power and water cost management, and greening program?
2. What is the level of policy awareness and practices among students in terms of waste management, power and water cost management, and greening program?
3. Is there a significant relationship between the respondents' policy awareness and practices?
4. Is there a significant difference between the students' and employees policy awareness and practices?

FRAMEWORK

The Systems Thinking in which this study is anchored on is a discipline for applying systems theory to solve real world problems. Furthermore, a discipline is a body of knowledge, theory, and technique that must be studied and mastered to be put into practice (Luciana, Flavio, and Hamilton, 2012). This study is also anchored on the Theory of Waste Management which is a unified body of knowledge about waste and waste management. It is based on the considerations that Waste Management is to prevent waste causing harm to human health and the environment and the application of the waste management that leads to conservation of resources (Pongrácz, Phillips and Keiski, 2004).

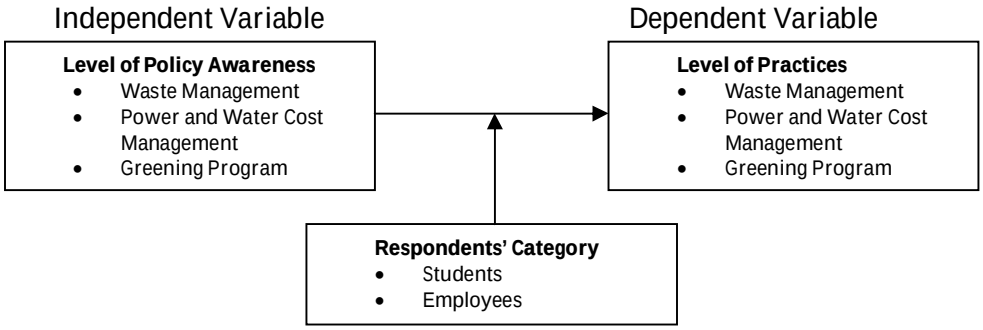

Figure 1. Schematic Diagram of the Study

METHODS

Research Design

The study used the descriptive-comparative and correlation method of research to compare the results of the students and employees and to correlate policy awareness and practices on Eco-friendly program of the college.

Respondents

The study was conducted in Davao Doctors College, a premier non-sectarian educational institution of quality health and wellness education in this side of the country. The College offers medical and non-medical courses to student-clients coming from Davao City, other than areas in Davao Region, and as far as provinces in Mindanao. It is located at General Malvar St., Davao City. The respondents were the 1,517 students from all year levels and all academic programs who have studied for at least one semester in the College and the 172 regular employees of Davao Doctors College who have rendered service for six months or more. The universal sampling technique was used in this study.

Research Instrument

A researcher-made survey-questionnaire was utilized in the gathering of data. The variables being studied are the levels of policy awareness and practices particularly on waste management, power, and water cost management, and the greening program. These variables were measured using a survey questionnaire with item indicators extracted from memoranda on cost saving measures, solid waste program policies, campus cleanliness program guidelines and energy conservation guidelines. The instrument underwent validation by experts and obtained a Cronbach's Alpha Coefficient of 0.63 for its reliability. All of the items had descriptions used by the respondents for the evaluation of the levels of awareness and practices of both the students and the employees of DDC.

Data Analysis

In processing the data, three statistical tools were employed. These included the weighted mean, frequency and the Pearson Product-Moment Correlation Coefficient. The weighted mean was used to measure the level of ratings of students and employees on the different indicators in the policy implementation and practices of waste management, power and cost management and greening program. Frequency was used to count the occurrences of values within a particular group or interval. Pearson Product – Moment Correlation Coefficient was used to measure the linear relationship between the two variables in the study.

RESULTS AND DISCUSSION

For the overall results, the data show that both the employees and students of DDC are highly aware of the policies and they often put into practice the policies. Both the students and personnel's awareness of the policies on waste management, power and water cost management and the greening program are highly correlated and significant. Moreover, there is no significant difference as to the level of awareness of both the students and the personnel in terms of waste management, power and water cost management. However, there is a significant difference in terms of level of practices of both the personnel and students in terms of waste management and greening program.

Level of policy awareness and practices of the employees in terms of Waste Management, Power and Water Cost Management, and Greening Program

Table 1 shows the ratings on the level of policy awareness and practices of the employees in terms of waste management. The summary of ratings revealed an overall mean of 4.18. This means that the employees' awareness on the waste management policy is high, and that 61-80 percent of employees is aware of the policies. Specifically, it can be gleaned from the individual ratings that employees are most aware of policies about classification and segregation of solid wastes as residue as shown by the highest rating of 4.64 described as very high. Second highest rating is on the policy of maintaining a clean and orderly canteen which posted a mean of 4.59 also described as very high. The employees on this regard serve as models to the students. The awareness is concretized into action. All other ratings ranged from 4.07 to 4.31 with the description of high. These ratings imply that DDC employees are highly aware, conscious, supportive, and observant of the policies on waste management in the school campus. This is because DDC advocates the conservation and protection of the environment. Last June 28 to July 3, 2010, the Student Personnel Services Office, General Services Department, and the Supreme Student Organization jointly spearheaded the *"Campus Cleanliness Program"*. The involvement of the personnel and students in this activity made them aware and observant of the policies. This activity is just one of the programs that aid in sustaining the institution's advocacy.

Table 1. Level of Policy Awareness and Practices of the Employees in Terms of Waste Management

WASTE MANAGEMENT	AWARENESS MEAN	AWARENESS DESCRIPTION	PRACTICES MEAN	PRACTICES DESCRIPTION
1. Creation of the DDC Waste Management Committee to ensure the continuing cleanliness and orderliness of DDC based on the adage "Cleanliness is next to Godliness and the motto: "Waste Free DDC"	4.20	High	4.09	Often
2. Classification and segregation of solid waste generated in the school into:				
2.1 Biodegradable				
2.1.1 Food in green receptacles	4.28	High	4.16	Often
2.1.2. Plant in green receptacles	4.17	High	3.96	Often
2.2 Non – Biodegradable				
2.2.1 Plastic in yellow receptacles	4.07	High	3.91	Often
2.2.2. Paper in blue receptacles	4.16	High	3.89	Often
2.2.3. Metals, glasses, bottles in red receptacles	4.07	High	3.83	Often
2.3 Residue	4.64	Very High	4.25	Often
3. Placement of trash bins / receptacles in strategic locations in the campus to facilitate proper disposal of waste	4.25	High	4.25	Often
4. Putting the customized color-coded trash bins in common or easily seen areas at the Main Campus and at the Hospitality Management Practicum Center by the General Services Department of the college	4.31	High	4.08	Often
5. Show of support by the Program Chairs and the Non-teaching Supervisors on the maintenance of campus cleanliness and solid waste management program by requiring their students and staff to observe proper disposal of their garbage while inside the campus	4.39	High	3.89	Often
6. Observance of the **"Clean as You Go"** motto by employees and students by putting their used dishes, utensils and trays on the designated areas at the canteen and throwing their leftovers and other garbage(including paper food containers and sticks) in the corresponding trash bins before leaving the area	3.88	High	3.57	Often
7. Maintenance of a clean and orderly canteen by disposing undesirable items seen on the floor, chairs or tables into the appropriate trash bins	4.59	Very High	3.95	Often
8. Strictly avoiding the throwing of garbage (tissues, sanitary napkins, and the like) into the toilet bowl or urinals since trash bins are provided in all comfort rooms for these wastes	3.98	High	3.85	Often
9. Students' violation of any of the guidelines in the campus cleanliness and solid waste management program is dealt with accordingly by the SPS Office and erring students are accorded with appropriate sanction.	3.80	High	3.62	Often
10. Inclusion of the bidding of items for recycling in the tasks of the Bids and Awards Committee	3.88	High	3.83	Often
11. Recycling of office supplies (i.e. used bond papers folders, envelopes, etc.)	4.25	High	4.20	Often
Mean	**4.18**	**High**	**3.96**	**Often**

The policy on putting trash bins in strategic locations inside the campus to facilitate proper disposal of office-waste and recycling of office supplies posted a mean value of 4.25 in which described as high. This policy is widely practiced by personnel in the different offices in the campus. Recyclable papers are used in note-taking and printing reports. By this, reusing and recycling can dramatically minimized carbon print. Hence, anything that can be recycled in the campus should be recycled. This is one of the easiest and most important things that can be done in college campus to go green (Rose, 2007).

As shown in Table 1, the student's violation of any guidelines in the campus cleanliness and solid waste management program has the lowest mean value of 3.80 that is described as high. Employees are highly aware of this policy but not particular on the cases of violation and the appropriate sanctions rendered to erring students. Information on this regard can be posted at the Bulletin Board without necessarily exposing the identity of the violators. Posting also a lower rate of 3.88 are the policies on the *"Clean as you go",* and the inclusion of the task of Bids and Awards Committee, which is the bidding on recyclable items. A low rating of 3.98 is given to the item on the strict avoidance of throwing trash that may cause obstruction in bowls and urinals. The employees are aware of the policies to a high level but probably are not consistent in their practice. The summary of ratings on the level of policy practices of the employees in terms of waste management is also presented in Table 1. The overall mean rates 3.96, means that employees only practice what has been disseminated and it would only range from 61 to 80 percent of the time. Regularly practiced is the description of classification and segregation of solid waste into residue which posted the highest mean rating of 4.25. Facilitating proper disposal of waste through placing trash bins in strategic locations inside the campus got the highest rating of 4.25 in which described as often. This shows that DDC employees are well-disciplined in terms of practicing proper waste management by being conscious about school cleanliness and orderliness. The observation on the *"Clean as You Go"* policy got the lowest mean rating of 3.57, which is described as often. This means that 61-80 percent only of the employees practice the said policy. It shows that there are still employees who fail to exercise the informed policy.

Power and water cost may represent either small or big percentage of total cost of a school's expenditures but it is one of the few expenses that can be decreased without affecting classroom instruction. Hence, the College has implemented policies on energy and water cost management.

Table 2. Level of Policy Awareness and Practices of the Employees in Terms of Power and Water Cost Management

	AWARENESS		PRACTICES	
POWER AND WATER COST MANAGEMENT	**MEAN**	**DESCRIPTION**	**MEAN**	**DESCRIPTION**
1. Turn off lights, air-conditioning units, printers, laboratory during lunch breaks or when not in use.	4.16	High	4.16	Often
2. Log off computer when not in use.	4.08	High	4.08	Often
3. Put up Energy Saving signages visibly in strategic places in the campus.	3.93	High	3.93	Often
4. Use of air-conditioning units and overhead lighting only on designated areas by employees who are rendering overtime.	4.19	High	4.19	Often
5. Save water by observing proper water usage and conservation practices.	4.16	High	4.16	Often
6. Flush urinals or bowls after using.	4.32	High	4.32	Often
7. Report immediately any leaks from faucets and water pipes, defective and busted light bulbs to the General Services staff.	4.27	High	4.27	Often
Mean	4.16	High	4.16	Often

Table 2 presented the level of awareness of DDC employees on the power and cost management policies. The overall mean of 4.16 described as Often shows that employees are not only aware but also often observant of the policies.

Of the item indicators, flushing the urinals or bowls after using posted the highest rating of 4.32. Reporting leaks from faucets and water pipes, defective and busted bulbs to the General Services Office comes next with the mean rating of 4.27.Lowest of all the ratings is 3.93 on putting up of energy saving signages in strategic places in the campus. This implies that employees see the need of putting these signages to constantly remind them of the practices, its implementation and observance. This can also be construed that more signages have to be placed in some strategic locations in the campus. The level of policy practice of employees in terms of power and water cost management is shown in table 2. The overall rating with a mean value of 4.16 described as Often reveals that such policy is implemented 40-60 percent of the time. It implies that employees observe the practices on energy conservation. It is noted that water conservation practice got the highest mean of 4.32 rated as Often. Employees practice religiously the policy on saving water. A proof on this is based on DDC Water Consumption Monitoring from 2009-2012, the school main campus water utilization is decreased by 80.22 percent. Such policy is efficiently implemented. Electrical energy conservation ranked next rated as Often with a mean value of 4.16 in both policies on turning off lights, air-conditioning units, computers, printers and laboratory equipment during lunch breaks, after working hours or when not in use. Again such school policy on energy conservation is well observed. The foregoing findings are confirmed by the electrical energy consumption from 2008-2012 which decreased by 53.20 percent as reported from DDC Electrical Energy Consumption Monitoring. The lowest mean of 3.93 rated as Often is on putting up Energy Saving Signages in strategic places in the campus. It shows that not all employees are observant of the policy.

Table 3 shows the level of policy awareness of the employees in terms of the Greening Program. The overall mean rating of 4.30 described as High implies that the policies on the Greening Program have been disseminated well that employees are truly aware of its adoption. Of the mean ratings, highest is 4.38 (High) on the use of Zimbra in sending memoranda to all personnel. This means that the policy on sending memoranda through Zimbra is known and practiced in all offices. Each head of office is given their respective password to have access in the Zimbra instead of reproducing the memoranda for distribution to the different heads of offices. Second highest mean rating is 4.31 (High) on the banning of non-biodegradable plastic bags and styrofoam as food containers. It suffices to say that the employees are very aware of this city ordinance. Even stall renters and customers at the school's food court observe the policy in their respective stalls. Of the mean ratings, the lowest is 4.22 also described as High. To reduce on photocopies and cut down on printing documents employees use email as a way of transferring files and in some instances use flask disc or USB to transfer files or share over Local Area Network.

Table 3. Level of Policy Awareness and Practices of the Employees in Terms of the Greening Program

	AWARENESS		PRACTICES	
GREENING PROGRAM	**MEAN**	**DESCRIPTION**	**MEAN**	**DESCRIPTION**
1. Maximize the use of our technology:	4.22			
1.1 Reduce photocopies & cut down printing of documents by using electronic file transfer		High	4.07	Often
1.2 Send communications and forward documents via electronic mails	4.25	High	4.15	Often
1.3 Provide Electronic Bulletin Board at the entrance area for updates on upcoming school activities	4.23	High	4.13	Often
1.4 Send Office memoranda from the office of The President via electronic Zimbra	4.38	High	4.18	Often
2. Ban non-biodegradable plastic bags and Styrofoam as food containers (As per Article V City Ordinance No. 0361-10	4.31	High	4.07	Often
Mean	**4.30**	**High**	**4.12**	**Often**

The table reveals the overall rating of 4.12 described as Often on the level of practices on the Greening Program by employees. It shows that the greening policies are implemented 61-80 percent of the time. Moreover, it can be deduced that the policies are well observed by the different personnel in the various offices of the college as all practices may have varied in the mean values but are all verbally described as Often. Of these practices, maximizing the use of technology by sending office memoranda from the Office of the President via electronic Zimbra got the highest rating as revealed in the mean value of 4.18 described as Often. Using electronic mails to forward documents and communications ranked second with the mean value of 4.13 also described as Often. Lowest in rating with the mean value of 4.07 are the policies on reducing photocopies & cutting down on printing of documents by electronic transfer and banning of non-biodegradable plastic bags and Styrofoam as food containers. This lowest rating can be attributable to the lack of proper information awareness on the City Ordinance No.0361-10 from Local Government Units particularly City Environment and Natural Resources (DENR). Furthermore, the ratings imply that there is need of a more intensive information and implementation of the policies.

Level of policy awareness of students in terms of Waste Management, Power and Water Cost Management, and Greening Program

Table 4 shows the level of policy awareness of students in terms of waste management. The overall rating of 4.20 described as High means that students have a high level of awareness on the different policies on waste management implemented by the College. Of the policies, placement of trash bins/receptacles in strategic location in the campus facilitate proper disposal of waste got the highest mean of 4.42 described as High.

Table 4. Level of Policy Awareness and Practices of the Students in Terms of Waste Management

	AWARENESS		PRACTICES	
WASTE MANAGEMENT	**MEAN**	**DESCRIPTION**	**MEAN**	**DESCRIPTION**
1. Creation of the DDC Waste Management Committee to ensure the continuing cleanliness and orderliness of DDC based on the adage "Cleanliness is next to Godliness and the motto :Waste Free DDC"	4.34	High	4.18	Often
2. Classification and segregation of solid waste generated in the school into:				
2.1 Biodegradable				
2.1.1 Food in green receptacles	4.29	High	4.14	Often
2.1.2. Plant in green receptacles	4.29	High	4.10	Often
2.2 Non – Biodegradable				
2.2.1 Plastic in yellow receptacles	4.22	High	4.04	Often
2.2.2. Paper in blue receptacles	4.20	High	4.04	Often
2.2.3. Metals, glasses, bottles in red receptacles	4.22	High	4.07	Often
2.3 Residue	4.19	High	4.08	Often
3. Placement of trash bins / receptacles in strategic locations in the campus to facilitate proper disposal of waste	4.42	High	4.28	Often
4. Putting the customized color-coded trash bins in common or easily seen areas at the Main Campus and at the Hospitality Management Practicum Center by the General Services Department of the college	4.41	High	4.25	Often
5. Show of support by the Program Chairs and the Non-teaching Supervisors on the maintenance of campus cleanliness and solid waste management program by requiring their students and staff to observe proper disposal of their garbage while inside the campus	4.13	High	4.02	Often
6. Observance of the **"Clean as You Go"** motto by employees and students by putting their used dishes, utensils and trays on the designated areas at the canteen and throwing their leftovers and other garbage(including paper food containers and sticks) in the corresponding trash bins before leaving the area	3.90	High	3.81	Often
7. Maintenance of a clean and orderly canteen by disposing undesirable items seen on the floor, chairs or tables into the appropriate trash bins	4.13	High	3.99	Often
8. Strictly avoiding the throwing of garbage (tissues, sanitary napkins, and the like) into the toilet bowl or urinals since trash bins are provided in all comfort rooms for these wastes	4.35	High	4.24	Often
9. Students' violation of any of the guidelines in the campus cleanliness and solid waste management program is dealt with accordingly by the SPS Office and erring students are accorded with appropriate sanction	4.10	High	3.96	Often
10 Inclusion of the bidding of items for recycling in the tasks of the Bids and Awards Committee	3.96	High	3.89	Often
11. Recycling of office supplies (i.e. used bond papers folders, envelopes, etc.)	4.08	High	3.99	Often
Mean	**4.20**	**High**	**4.07**	**Often**

This implies that students to a high level are aware of and receptive of the changes of the system in waste management. It can be inferred therefore that students view such changes as significant as it will impact positively on the environment and the world more than what they have been doing in the past. Nathaniel Branden (1995) premised and we quote "The first step towards changes is awareness, the second step is acceptance". Relative to this, everyone is also highly aware of the placement of customized color-coded trash bins in both the Main and HMPC by the General Services Department as shown by the mean value of 4.41.

Consequently, students are aware to a high degree that trash that may obstruct urinals and bowls in restrooms must be disposed of properly as revealed by the mean value of 4.35. Anent to this, students are compliant to policies because they are aware of the creation of the Waste Management Committee that oversees the observance and implementation of cleanliness and orderliness in the college premises as shown in the mean value of 4.34. In observance of the policies, the students are also highly aware of the process of waste classification and segregation into biodegradable, non-biodegradable and residue as shown in the mean value of 4.29 to as low as 4.19. This implies that some of the students may be aware of the classification but may not be strictly observant in terms of implementation. Students in the college are also highly aware of the support of the program chairs and department heads by way of following up students' observance of the policies including the maintenance of cleanliness and orderliness in the student canteen. This is revealed by the mean value of 4.13. Violation of students on the any of the policies is dealt with by the SPS and erring students are dealt with accordingly posted a mean rating of 4.10. Though described as High, students are not fully aware of cases of violation that have been processed by the SPS nor was there any erring student who was given appropriate sanction. The policy on recycling posted a mean rating of 4.08. Students involved in clubs and organization practice recycling but not necessarily everyone in their respective classes. Of the mean ratings, the policy on the observance of the "Clean as You Go" motto got the lowest rated mean of 3.90 though it is still described as High. This is so because not every student consistently puts into action what they are aware of. Seemingly, the respondents equate awareness with observance. Second to the lowest rating is the policy on inclusion of items for recycling in the tasks of the Bids & Awards Committee with the mean rating of 3.96. Majority of the students are not aware of this since there is no announcement of the same in student bulletin boards or elsewhere in the campus except to some employees.

The overall rating is 4.07 described as High on the level of policy practices of the students in terms of Waste Management. In sum, students are highly observant of the policies on Waste Management. Placement of trash bins/receptacles in strategic locations in the campus to facilitate proper disposal of waste got the highest rating of 4.28 described as Often. Second highest rating is 4.25 on putting customized color-coded trash bins in strategic areas in the campus. This implies that students are compliant to this policy to a high level. With regard to the policy on throwing of trash in bowls and urinals, student-respondents are highly observant as shown in the mean rating of 4.24. Respondents are agreed that Often the Committee on Waste Management ensure the continued observance of orderliness and cleanliness in the campus as shown in the mean rating of 4.18. With regards to the classification and segregation of wastes generated in the school, the respondents' ratings ranged from 4.08 to 4.14 all described as Often. It therefore means that the students are consciously implementing these policies and that their supervisors in both the academic and non-academic departments are noticeably monitoring and reminding them of their compliance in disposing of their trash and garbage properly. This is shown in the mean rating of 4.02 described as Often. The practice of maintaining a clean and orderly canteen by disposing undesirable items seen on the floor, chairs or tables into the appropriate trash bins has been rated 3.99. Though lower in rating but still described as Often. This can be construed as practiced but not as consistently as the other previous policies. The same low rating was given to the policy on the

recycling of office supplies. The rating is low since students do not use office supplies; hence, the practice of recycling office supplies does not apply to them.

The same explanation is used for the policy on including bidding for recycled items in the tasks of the Bids and Awards Committee. Observance of the "Clean as You Go" by putting their used dishes, utensils and trays on the designated areas at the canteen and throwing their leftovers and other garbage (including paper food containers and sticks) in the corresponding trash bins before leaving the area policy got the lowest mean rating of 3.81 described as Often. This means that the policy is implemented 51–75 percent of the time. Not all students were consistently observant of the policy.

Table 5 shows the summary of ratings on the level of policy awareness of the students in terms of power and water cost management. It has an overall rating of 4.26 which implies that the student-respondents are highly aware of the policies on power and water cost management. Respondents posted the highest rating of 4.42 on the policy of turning off lights, air-conditioning units and printers during lunch time. Second to the highest rating are 4.39 which dealt with saving water and flushing urinals. This implies that students are aware and observant of the policy to a high level. Being discreet in the use of computers and overhead lights during overtime posted a mean rating of 4.21. Students see and observe this policy being done by personnel who render overtime in offices. Logging off computers when not in use posted a mean rating of 4.20 which implies that students are aware and compliant to the policy. During orientations for new entrants and transfer students, they are made aware of the policies on power and water cost management. Hence, they are requested to report to the Gen. Services any leaks from faucets, defective light bulbs or any damaged fixtures. As such, students become highly aware as shown in the mean rating of 4.13. Lowest of all the mean ratings is 4.11 on putting up energy saving signages in strategic places in the campus. Limited signages and absence of it influenced the respondents' low rating. It implies that signages must be made very visible and eye catching to elicit attention.

Table 5. Level of Policy Awareness and Practices of the Students in Terms of Power and Water Cost Management

	AWARENESS		PRACTICES	
Power and Water Cost Management	**MEAN**	**DESCRPTION**	**MEAN**	**DESCRIPTION**
1. Turn off lights, air-conditioning units, printers during lunch breaks or when not in use	4.42	High	4.27	Often
2. Log off computer when not in use	4.20	High	4.07	Often
3. Put up Energy Saving Signages visibly in strategic places in the campus	4.11	High	3.96	Often
4. Use of air-conditioning units and overhead lighting only on designated areas by employees who are rendering overtime	4.21	High	4.08	Often
5. Save water by observing proper water usage and conservation practices	4.39	High	4.24	Often
6. Flush urinals or bowls after using	4.39	High	4.27	Often
7. Report immediately any leaks from faucets and water pipes, defective and busted light bulbs, damaged fixtures in the comfort rooms to the Gen. Services staff	4.13	High	4.00	Often
Mean	**4.26**	**High**	**4.13**	**Often**

As seen in Table 5, ratings of students on the level of policy practices on power and water cost management has an overall mean value of 4.13 described as often. This connotes that the policies are effectively observed since students are able to put into practice the policies from 51- 75 percent of the time. The highest mean value of 4.27 described as Often is on the observance of putting off lights and air-conditioning units during lunch time or when not in use. The same rating is also true to the practice of flushing toilets after use. This can be construed that students are very observant of this practice in order to conserve energy. Proper water usage and water conservation practices come next to the highest rating with a mean value of 4.24. Well observed too is the policy on putting on lights and air-conditioning units only in designated areas for personnel who render

overtime or for students who work in school club or organization offices as shown in the mean rating of 4.08 also described as Often.

Table 6 shows the summary of ratings on the level of awareness of students on the Greening Program of the College. Its overall rating is 4.11 described as High which means that the students are highly aware of the policies on the Greening Program. Of the ratings, highest is on the awareness that communications and forwarding of documents may be done via electronic mails and file transfer to cut down on cost. The same rating is shown on the provision of an Electronic Bulletin Board or the LED TV for updates and announcement. Each posted a 4.19 rating. On the other hand, awareness on the City Ordinance on banning the non-biodegradable plastic and styrofoam as food containers posted a mean rating of 4.16 also described as High. Reducing photocopies and cutting down on cost of printing documents by using electronic file transfer posted a rating of 4.09 described as High. What has been practiced by the office personnel and faculty is also observed by the students. Hence, they are highly aware. Lowest of all ratings is 3.92. Though described as High not everyone of the students are aware that memoranda emanating from the Office of the President are sent to the different offices in the college through the Zimbra. Moreover, students do not have direct access to the Zimbra as only the Heads of Offices have access to it.

Table 6. Level of Policy Awareness and Practices of the Students in Terms of Greening Program

GREENING PROGRAM	AWARENESS MEAN	AWARENESS DESCRIPTION	PRACTICES MEAN	PRACTICES DESCRIPTION
1. Maximize the use of our technology:				
1.1 Reduce photocopies & cut down printing of documents by using electronic file transfer	4.09	High	3.97	Often
1.2 Send communications and forward documents via electronic mails	4.19	High	4.05	Often
1.3 Provide Electronic Bulletin Board at the entrance area for updates on upcoming school activities	4.19	High	4.05	Often
1.4 Send Office memoranda from the office of the President via electronic Zimbra	3.92	High	3.80	Often
2. Ban non-biodegradable plastic bags and styrofoam as food containers (As per Article V City Ordinance No. 0361-10	4.16	High	4.02	Often
Mean	**4.11**	**High**	**3.98**	**Often**

The overall rating in the level of policy practices on the greening program is 3.98 described as Often. The table reveals that both policy on sending communications and forwarding of documents via electronic mails and proving Electronic Bulletin board for updates on upcoming school activities got the same highest rating of 4.05 described as Often. In the annual Students-Administration Forum, issues on this regard have been discussed; hence, students now are more knowledgeable on the new technology where transfer of documents will be via electronic mail. Since Electronic Bulletin Board is located in a very strategic place in the College, it would be very easy for them to view updates of upcoming school activities. The LED TV is located right at the entrance of the College fronting the Entrance Gate which is very visible and legible to viewers. Sending Office memoranda from the Office of the President via electronic Zimbra got the lowest rating of 3.80 still described as Often. Students have less application on this policy because they do not have direct access in the Zimbra. Only the heads of offices and secretaries of the offices have direct access.

Correlation between the levels of awareness and practices along Waste Management, Power and Water Cost Management, and Greening Program

The correlation between the level of policy awareness and practices on the eco-friendly programs: the waste management, power and water cost management, and greening program were analyzed with the use of Pearson product-moment correlation r. The test revealed that the

correlation between employees' awareness and practices in terms of waste management is moderate and significant at 0.05 alpha level. In addition, the students' awareness and practices are highly correlated and significant.

Table 7. Correlation between the Level of Policy Awareness and Practices on Eco-Friendly Program

Waste Management	*Pearson-r*	*Strength*	*P-value*	*Decision on Ho*	*Conclusion*
Employees	0.548	Moderate	0.000	Reject	Significant
Students	0.719	High	0.000	Reject	Significant
Power and Water Cost Management					
Employees	0.745	High	0.000	Reject	Significant
Students	0.750	High	0.000	Reject	Significant
Greening Program					
Employees	0.666	High	0.000	Reject	Significant
Students	0.753	High	0.000	Reject	Significant

The same table shows that the employees' and students' awareness in terms of power and water cost management and greening program are highly correlated and significant. This means that the employees and students with higher awareness towards the eco-friendly programs are applying these into practices and actions.

Significant difference between the students' and employees' levels of policy awareness and practices

The differences between the students' and employees' levels of policy awareness are compared with the use of t-test for independent samples. The test revealed that the employees and students' level of policy awareness in terms of waste management, and power and water cost management are not significantly different, as indicated by the p-values (0.792) and (0.349), both greater than the 0.05 level of significance. This means that the awareness of the employees and students on the said programs are of the same level. On the other hand, the level of awareness of the employees and students in terms of greening program is significantly different, in which employees appeared to have greater awareness than the students.

Table 8. Difference between the Students and Employees Levels of Policy Awareness on Eco-Friendly Program

Waste Management	*Mean*	*t-value*	*P-value*	*Decision on Ho*	*Conclusion*
Employees	4.184	0.264	0.792	Accept	Not Significant
Students	4.198				
Power and Water Cost Management					
Employees	4.316	0.936	0.349	Accept	Not Significant
Students	4.260				
Greening Program					
Employees	4.295	2.668	0.008	Reject	Significant
Students	4.111				

The differences between the students' and employees' levels of policy practices are compared with the use of the t-test for independent samples. The test revealed that the employees and students level of policy practices in terms of waste management and greening programs are significantly different as indicated by the p-values which are lesser than the 0.05 level of significance. On the other hand, the level of practices of the employees and students in terms of power and water cost management is not significantly different, as indicated by the p-value (0.586), which is greater than the 0.05 level of significance.

Table 9. Difference between the Students & Employees' Levels of Policy Practices on Eco-Friendly Program

Waste Management	***Mean***	***t-value***	***P-value***	***Decision on Ho***	***Conclusion***
Employees	3.958	1.975	0.049	Reject	Significant
Students	4.069				
Power and Water Cost Management					
Employees	4.160	0.571	0.586	Accept	Not Significant
Students	4.126				
Greening Program					
Employees	4.118	2.039	0.042	Reject	Significant
Students	3.979				

CONCLUSION

In conclusion, the employees of Davao Doctors College are highly aware of the policies on Waste Management, Power and Water Cost Management and the Greening Program. In terms of practice, the employees of Davao Doctors College often apply the policies on Waste Management, Power and Water Cost Management and the Greening Program. The students of Davao Doctors College are highly aware of the policies on Waste Management, Power and Water Cost Management and the Greening Program. In terms of practice, the students of Davao Doctors College often apply the policies on Waste Management, Power and Water Cost Management and the Greening Program. Both the employees' and students' awareness and practice in terms of power and water cost management and the greening program are significantly correlated, it implies that the higher the awareness of the employees, the higher is their practice on the policies for eco-friendly programs in DDC. The employees' and students' levels of policy awareness in terms of waste management, and power and water cost management are not significantly different. Thus, it implies that the faculty or the students have the same level of awareness regarding these policies. The employees and students' levels of policy practices in terms of waste management and the greening program are significantly different. The employees have higher level of practices as compared to the students. However, the levels of practices of the employees and students in terms of power and water cost management are not significantly different.

On the basis of the findings, it is recommended to the DDC Management that there shall be a continuing education program on Waste Management for all personnel and students of the college. Putting better signages in strategic places in the college, and inclusion of the guidelines and sanctions for student violators of the policy in the Students Handbook are also recommended.

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