



De La Salle-  
College  
of Saint  
Benilde

# erspective

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## Timor-Leste President visits DLS-CSB

Democratic Republic of Timor-Leste President Jose Ramos-Horta paid a visit to De La Salle-College of Saint Benilde (DLS-CSB) School of Design and Arts (SDA) Campus last August 12, 2008.

As part of his quest of increasing educational opportunities for the younger generation of Timor-Leste, Democratic Republic of Timor-Leste President Jose Ramos-Horta visited DLS-CSB to give a talk entitled "United in Faith, Partners in Nation-Building."

President Horta was on a state visit to the Philippines from August 10-13 and was accompanied by Timor-Leste Foreign Minister Zacarias Albino da Costa. The highlight of their state visit was to meet with Philippine President Gloria Macapagal-Arroyo to sign three bilateral agreements and to discuss ways of further strengthening bilateral relations between the two countries.

The first of these agreements is on Academic Cooperation that will strengthen cooperation and mutual assistance between the Philippines and Timor-Leste in the

provision of education and professional training. The agreement would allow Timorese students to take courses in colleges and universities in the Philippines, and includes research grants and scholarships; academic networking and exchanges as well as reciprocal access to institutions of higher education; trainings and exchange of academic staff, teachers, and experts; among others.

"Many of our students are hungry to study," says President Horta, adding that he wishes to send them only to the best universities, particularly the top choices, in the Philippines. He believes that our country can help achieve their goal because of our high level of education, mix of Asian and

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# VPA, Australian researchers publish article in a top APA journal

The *Journal of Applied Psychology* editorial board has reviewed and accepted Vice President for Academics (VPA) and Assistant Professor of Management Robert Tang's article entitled "When Employees Strike Back: Investigating Mediating Mechanisms Between Psychological Contract Breach and Workplace Deviance." The research was led by and co-authored with his Australian research collaborators namely: University of South Australia Associate Professor Prashant Bordia and University of New South Wales Senior Lecturer Dr. Simon Lloyd Restubog, former Director of the Center for Educational Evaluation and Research (now known as Center for Learning and Performance Assessment).

The *Journal of Applied Psychology* is a peer-reviewed international publication that publishes novel empirical and theoretical papers which contribute to new knowledge and understanding of applied psychology. It is regarded as one of the top-tier publications of the American Psychological Association (APA) and one of the most prestigious journals in the domain of industrial/organizational psychology with an acceptance rate of eight percent.

Tang's paper addresses two critical issues—the process by which psychological contract breach leads to deviant behavior at work, and the factors that constrain the enactment of deviance. The hypothesized predictions were tested



DLS-CSB VPA  
Robert Tang

with a programmatic series of three survey studies consisting of both cross-sectional and longitudinal research designs.

Guided by the theory of thermodynamics of revenge, general theory of crime, and the social exchange perspective, results indicate that failure on the part of the organization to fulfill its promised obligations (i.e., psychological contract breach) result in feelings of anger and betrayal. These negative affective reactions invoke revenge cognitions and result in anti-social and aggressive behavior in the workplace.

The results of the study suggest several implications for management practice. First, managers need to be

cognizant that non-fulfillment of the organization's promised obligations (i.e., psychological contract breach) can result in devastating behavioral consequences and these behaviors can be motivated by a desire to seek revenge. When promised obligations are broken, as the study showed, employees can and do strike back. Second, knowledge of the underlying motivational intent is important before practical strategies can be enforced to minimize the emergence of workplace deviant behaviors.

Identification of a sequential chain of cognitions and affective reactions may help organizations design remedies to target perceptions of breach and curtail negative emotions from transforming and escalating into revenge cognitions. For example, managers and those responsible for supervising employees could be trained to embrace interactional justice behaviors such as treating staff with respect, dignity, kindness, and consideration. These strategies may ameliorate the impact of breach and reduce feelings of anger and incidents of workplace deviance. Finally, the identification of self-control as an important moderator variable suggests that managers should consider self-control as a desirable personality trait in the context of recruitment and selection. **P**

*For further information on the manuscript, Robert Tang may be reached through [tangr@dls-csb.edu.ph](mailto:tangr@dls-csb.edu.ph).*

## Timor-Leste President visits DLS-CSB

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Latin temperament, Catholic orientation, strong American influence and English proficiency.

"We are in the beginning of providing the best opportunities for the younger generation," explains President Horta. The goal is for Timor-Leste to have a pool of "brain power" in ten to thirty years that will be one of the major strengths of the country.

Concluding his speech, President Horta noted the Brothers' humility and expressed hope that La Salle will join other

institutions in welcoming Timorese students, adding "we know you have tremendous reputation in quality education."

In his welcome remarks, DLS-CSB President Br. Victor Franco FSC spoke of the ties that bind DLS-CSB and East-Timor, including the belief in the "important role of education in the genuine development of a country" and a "deep appreciation for education that is grounded on human and spiritual values."

According to Br. Franco, President Horta's visit, which coincided with the College's celebration of its 20<sup>th</sup> year, "encourages us in our own desire to make a solid human and Christian education accessible to a much wider number of young people."

The event was held on the 7<sup>th</sup> Flr. of the SDA Campus. Timorese, Malacañang and DLS-CSB officials were joined by members of the Student Council, Council of Presidents, and the various Schools.

The event was organized by the School of Multidisciplinary Studies' Consular and Diplomatic Affairs program.

President Horta also visited other schools, including the University of the Philippines in Diliman and the Polytechnic University of the Philippines, during his four-day stay in Manila.

The other agreements he signed were on Marine and Fisheries Cooperation, and the Training and Development of Timorese Diplomats at the Foreign Service Institute with President Arroyo. **P**

Teaming up for a worthy cause is always a good thing.

## CA and CBA join forces for computer literacy seminar

DLS-CSB's Computer Applications (CA) program and student org Computer Business Association (CBA) conducted a joint community service program for social workers last July 26 and August 2, 2008 at the Computer Laboratory 1 of the DLS-CSB Taft Campus. Dubbed as "Handog Kaalaman: a Computer Literacy Seminar," the activity sought to provide social workers with introductory concepts to computer applications that would boost their office productivity.

The seminar had 29 participants from twelve non-government

organizations. These NGOs are: the Kaibigan Ermita Foundation Inc., Kanlungan sa Er-Ma, Hope Worldwide Philippines, Unang Hakbang Foundation, Friendship Home, Educational Research and Development Assistance, Community Chest Foundation Inc., Asilo, MPD-P8, and Our Lady of Sorrows Foundation.

The first session, "Introduction to Excel," was facilitated by Veronica R. Gamboa. Assisting Gamboa are CA chairperson Rogelio V. del Cano, and

faculty volunteers Oliver M. Liwanag, Teresa D. Matriano and Joseph Jonathan F. Sale.

The second session was on "Introduction to Power Point" and was conducted by Christine C. Dacanay. Assisting in the 2<sup>nd</sup> session are and Information Systems faculty Lanfranco C. Taruc and CA faculty members Marian T. Chua, Joel T. Dizon, Ronald L. Ramos and Jennifer T. Ventus.

*Based on a report from Rogelio V. del Cano* **P**



## LRC boasts of research "MUSE"

Access to online journal bank guarantees speedy research results

Timely information is priceless. DLS-CSB students and employees can have access to timely information by availing of the Br. Fidelis Leddy Learning Resource Center's subscription to Project MUSE, an online journal bank that provides full-text access to current content from over 400 humanities and social sciences titles representing nearly 100 publishers.

Project MUSE is managed by the Johns Hopkins University Press, in collaboration with the participating publishers and the Milton S. Eisenhower Library at the Johns Hopkins University. It has critically acclaimed articles by the most respected scholars in their fields from the world's leading university

presses and scholarly societies.

Likewise, the complete content of each and every journal issue is online—including all charts, graphics and images—with most articles available in both HTML and PDF. Subscribers also have free access to over a decade of back issues for selected titles, which remain electronically archived and accessible.

DLS-CSB students and employees may access the Project MUSE site (<http://muse.jhu.edu/>) from any computer in the DLS-CSB network or by logging into the intranet: [http://intranet.dls-csb.edu.ph/learning\\_resources](http://intranet.dls-csb.edu.ph/learning_resources). The site offers ready online tools for researchers, such as RSS Feeds, Email Journal

Alerts, as well as Bookmarking and Sharing networks. **P**

### Straight from the Muse

Here are just a few of the journals on Project MUSE:

- *Dance Research*
- *Computer Music Journal*
- *Journal of Film and Video*
- *Journal of World History*
- *Social Forces*
- *College Literature*
- *The Global Youth*
- *History & Memory*
- *Tolkien Studies*
- *World Politics*





# DLS-CSB joins truth festival

The Association of Major Religious Superiors in the Philippines (AMRSP), De La Salle Brothers-Philippine District, Concerned Artists of the Philippines, as well as various civic, cultural, political and church organizations staged a "protest gathering" at Rajah Sulayman, Roxas Boulevard, Malate, Manila last Friday, August 22, 2008.

*The Benildean community joins the nation in a one-of-a-kind gathering.*

Billed as the Truth Festival, the event was a creative way of asserting the importance of truth through performances in music, poetry, dance, theater, video and the visual arts. As National Artist Bienvenido Lumbera said, "When we seek justice, freedom and democracy, truth serves as our beacon that will change not only the corroded social structure, but also the art that we create as individual men and women."

To kick off the event, members of the AMRSP and the Catholic Educational Association of the Philippines marched from the Cultural Center of the Philippines. They later converged in the stretch of Roxas Boulevard between Pedro Gil Street and Quirino Avenue, where the stage was set.

The one-of-a-kind festival ran from 3:00 pm on Friday to 5:00 am the

following day, Saturday, August 23.

To keep the festival spirit burning, volunteers from the School of Hotel, Restaurant and Institution Management hosted the "*Lugawan ng Bayan*," where they provided rice and noodle soup for members of participating urban poor communities.

Meanwhile, the School of Deaf Education and Applied Studies' dance group, Silent Steps, presented an interpretative dance for the Interfaith Prayer Service. Then, the De La Salle-College of Saint Benilde Pep Squad joined the "*Itambol ang Totoo*," a 40-minute, non-stop drum beating session which began at 7:00 pm.

As part of the culminating number, the Benildean Liturgical Choir joined other choral groups for the Grand Chorale. **P**

# Mighty@ 20 One Grand Year

DLS-CSB celebrated its 20<sup>th</sup> year with Benilde Week events that expressed pride of reaching a formidable milestone. The festivities weren't just colorful fêtes. They signified the coming of age of an outstanding Lasallian community and institution. ▶



Feast Day Mass in Honor of Saint Benilde



Sense & Sensuality in the Workplace (CPO Seminar)



Mathematics Quiz Bee Final Round



E-Jeep Launching



17th Gawad Sinagtala



Wreath offering to Saint Benilde



Palarong Pinoy

Photos by Gerard Teaño, JC Salamat, Camille Villagonza, Paul Gaston & Jayne Lauren Ong and Marvin Laynesa.





## WordPress guru set to grace WordCamp Philippines 2008

De La Salle-College of Saint Benilde is hosting WordCamp Philippines 2008 on September 6 at the Augusto-Rosario Gonzalez Theater.

As an official barcamp of WordPress developers in the Asia, it will feature international experts who will share and weigh-in on what is the state-of-the technology as far as the WordPress platform is concerned. Wordcamp focuses on WordPress, one of the most popular platforms in the world.

There will be two tracks in WordCamp Philippines 2008: a development track and a deployment track.

The development track will feature Gail Villanueva on "Creating WordPress Themes and CSS Power," Markku Segueria on "Developing WordPress Plugins," Ely Apao on "Organizing and Optimizing Your WordPress Blog," Karla Redor on using "WordPress as a CME/CMS," and Hans Koch on "Wordpress and SEO."

Meanwhile, the deployment track will feature Jayvee Fernandez on "Blogging 102: Basics and Beyond," Hans Koch on using "WordPress for Corporate Sites," Blogie Robillo on "Building a Blogging Community," Kring Elenzano on "Video Blogging with WordPress" and Danilo Arao on "Blogging and Journalism."


As an added bonus, Matt Mullenweg, founding developer of WordPress, will be delivering a plenary session on the future of WordPress. He will be joined by Aileen Apolo on "Demystifying Google Analytics," Regnard Raquedan on "WordPress and

Web Standards," and J. Angelo Racomo on "Making Money with Performance Ads" in subsequent plenary sessions.

Sponsors of the event include i.PH, Orange County Real Estate, Auto Insurance Quotes, Lane Systems Inc., RedMedia, Orange County Business Lawyer, Wazzup Manila Philippines, Real Estate CRM, Real Estate Website Designers and Free Online Flash Games.

The event would also not be possible without the cooperation of the Mindanao Bloggers and DLS-CSB student organizations Association of Information Management and Computer Business Association.

Prior to the DLS-CSB WordCamp, the WordPress crew made a stop in Davao in September 4. The next Asian country to host WordCamp will be China for WordCamp China 2008 on September 20 to 21, 2008.

More information on WordCamp Philippines 2008 is available on <http://philippines.wordcamp.org/> 

## CLPA backs assessment awareness campaign

*By Nicole S. Tangco*

DLS-CSB's Center for Learning and Performance Assessment (CLPA) initiated an assessment awareness campaign that ran from August 5-14, 2008. Working under the theme "Developing a Culture of Assessment in Learning Organizations," the campaign was undertaken to highlight the importance of implementing an efficient and accurate valuation framework for an institution that seeks to maintain globally competitive standards for its entire workforce.

The first day of the nine-day campaign was marked by opening


ceremonies at the CSB Hotel, the College's international conference center. The online version of DLS-CSB's Graduate Tracer Study, an innovative approach to assessment, was also unveiled.

One of the much-anticipated highlights of the campaign was the First National Conference for Educational Measurement and Evaluation (NCEME), which took place at the CSB Hotel on August 6-7. The conference featured lectures, paper presentations and workshops,

Continuous appraisal is part of the pursuit of excellence.

and was the first gathering of educational measurement experts in the Philippines.

Along with DLS-CSB, De La Salle University-Manila, the Commission on Higher Education and the Department of Education came in full force for the groundbreaking conference.

The CLPA is responsible for managing and administering the College's educational measurement tests and performance evaluation processes. 


**Feast Day of Blessed  
Brother Solomon Leclercq  
and the Blessed Martyrs  
of the Rochefort, 1794  
September 2**

## **Lasallian History**

### **Blessed Brother Solomon Leclercq**

Born in Boulogne, France in 1745, Blessed Brother Solomon Leclercq lived through a time when Christian organizations were outlawed by the ruling class in his home country. Brother Solomon—who was a devoted teacher and an astute financial manager who joined the Brothers in 1767—lived in secrecy with his fellow Christian Brothers. Unfortunately, they were arrested by the government in 1792. They were killed by sword in the monastery garden. He was beatified on October 17, 1926, together with 188 of his fellow martyrs. He was the first one of our martyrs and also the first Brother to be beatified on October 17, 1926.

### **Blessed Martyrs of the Rochefort, 1794**

Blessed Brothers Roger Favergé, Léon Mopinot and Uldaric Guillaume—contemporaries of Brother Solomon—also lived during the troubled era of the French revolution. All religious leaders were required to sign an oath of allegiance to the government which would be more binding on a person than his or her allegiance to the Catholic Church. Many priests, brothers, and religious sisters refused to sign such an oath. Brothers Roger, Leon and Uldaric—after enduring torture in prison and months of captivity on a boat crammed with prisoners—perished in 1794. More than 500 other prisoners died along with them—all victims of suffering for the faith. They are called the Blessed Martyrs of Rochefort because of the place where they were held as prisoners. The Brothers were beatified on October 1, 1995. 





## Symposium on Educational Technology held at De La Salle-College of Saint Benilde

A symposium on educational technology with the theme "Integrating Technology for Meaningful Learning" was held at the School of Design and Arts (SDA) Cinema last July 24, 2008.

It was attended by 80 representatives from public and private schools and featured lectures by Dr. Nenita V. Habulan, the Associate Director of Academic Support for Instructional Services and Technology (ASIST). Presentations on integrating technology in basic education, higher education and the STI experience were also made by Davao Christian High School's Arthur Bryan Yap, University of the East Ramon Magsaysay's Jesson Butcon and STI College's Antonio del Carmen, respectively.

The symposium was organized by the human resource management class of the DLSU-Manila College of Education executive program. P

The Marketing Communications Office would like to extend its apologies to Mito Tubilleja and the Benildean Yearbook Office for changes and omissions made in the *First Person* article published in the July 28-August 10, 2008 (Volume 10 No. 4) issue. We take your concerns and feedback seriously, and we will make sure that future publications will take them into consideration. Thank you.

# erspective

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The *perspective* welcomes contributions from the DLS-CSB community. Coordinate with Romeo Catap or Jhen Espiritu for particulars and appropriate arrangements.

The *perspective* reserves the right to edit articles submitted for publication. Direct all concerns to 9/F SDA Campus, 536-6752 local 117 & 122, or e-mail [mco@dls-csb.edu.ph](mailto:mco@dls-csb.edu.ph).