



**[Insert 2x2 picture of the presenter]**

**Provide 1 short paragraph of the presenters' profile.**

### **Title of the Research Paper**

<sup>1</sup>Author 1 (First Name, Middle Initial, Last Name), <sup>2</sup>Author 2 (First Name, Middle Initial, LastName), <sup>3</sup>Author 3 (First Name, Middle Initial, Last Name), so on...

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Author 1,  
<sup>2</sup>Affiliation of  
Author 2 So  
on...*

*(No need to have separate entries if the authors have the same affiliation)*

Email Address of the Corresponding Author/s

### **Abstract**

The abstract should be one paragraph of about **250 words**. It should have the following structure: an opening sentence that sets the question/problem that you address and is comprehensible to the general reader, research objectives/questions specific to this study, methodology, results, a concluding sentence, and recommendation for future research. It should be one paragraph only. Use MS Word, Times New Roman typeface, 12-point font size, singlespace. Leave a single space between sentences. The abstract should be **justified**.

**Keywords:** *3 to 5 keywords only, separated by comma, italicized, and should use lower case letters unless they are initials or proper nouns*

## **Sample Paper**

**Stress Management, Spiritual Growth, and Workplace Well-Being Among the Employees of a Selected University in the Philippines**

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### **Abstract**

The well-being of employees is a key factor in determining an organization's long-term effectiveness as a direct link between productivity levels and the general health and well-being of the workforce has been indicated in several studies. Since employees' well-being or the lack thereof can play a critical role in the life of an organization, it is therefore important to periodically assess employees' well-being. This study aimed to determine the level of the employees' workplace well-being and to assess whether stress management and spiritual growth relate to the well-being of the employees. Using descriptive correlational design and random sampling techniques, 164 university employees participated in an online survey via Google Forms. Anchored on the five components of well-being namely positive emotions, engagement, relationships, meaning, and accomplishment (PERMA), a 23-item Workplace Well-being Scale, using a 10-point Likert response scale with eight dimensions has been adopted in this study. Findings show that employees have very good stress management skills, a high level of spiritual growth, and a high level of workplace well-being. Further, regression analysis shows that stress management and spiritual growth are significant positive predictors of workplace well-being accounting for 33.8% of the variance. Results are useful to further enhance workplace well-being such that the university may devise systems that foster good relationships and engagement, as well as programs for stress reduction techniques. It would be relevant for the next study to explore workplace experiences, challenges, and coping strategies to understand better workplace well-being.

**Keywords:** *mental health, spiritual growth, emotional well-being at work*