

**SMALL-SCALE RESTAURANT REPRESENTATIVES' PERCEIVED
KNOWLEDGE, ATTITUDE, AND ADAPTABILITY ON
SUSTAINABLE BUSINESS PRACTICES**

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the Faculty of the College of Business and Management
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**In Fulfillment
of the Requirement for the Degree
Bachelor of Science in Hospitality Management**

**Binarao, Jeanlie Charl T.
Dian, Princess Dely H.
Espinosa, Kent Joseph L.**

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APPROVAL SHEET

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In partial fulfillment of the requirements for the degree Bachelor of Science in Hospitality Management, this thesis entitled, **"Small-scale Restaurant Representatives' Perceived Knowledge, Attitude, and Adaptability on Sustainable Business Practices"** has been prepared and submitted by **Jeanlie Charl T. Binarao, Princess Dely H. Dian and Kent Joseph L. Espinas**, has been examined and is recommended for acceptance and approval for oral examination.


RUBY P. SALIG, MBA, MIHM
 Research Adviser

Defended in an oral examination before a duly constituted panel with a grade of
PASSED

PANEL OF EXAMINERS


CATHERINE D. ROSAURO, MBA, MIHM
 Chairman


GILDA ILUSORIO, DM
 Member


RENZITELO ALF P. CARPIO, DM
 Member

Accepted and approved in partial fulfillment of the requirements for the degree of **Bachelor of Science in Hospitality Management**.


DR. EFREN J. BARILLO, DM, CPA
 Dean, College of Business and Management

Date: _____



THESIS ABSTRACT

Title : Small-scale Restaurant Representatives' Perceived Knowledge, Attitude, and Adaptability on Sustainable Business Practices

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Author : Jeanlie Charl T. Binarao
Princess Dely H. Dian
Kent Joseph L. Espinas

Institution : Misamis University

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Research Adviser : Ruby P. Salig, MBA, MIHM

This study sought to explore the significant influence of small-scale restaurant representatives' perceived knowledge, attitudes, and adaptability to sustainable business practices. Descriptive-correlational research was used with 67 respondents among 12 establishments using a stratified random sampling technique guaranteeing a diverse and representative mix of participants across various roles within these establishments. Mean and standard deviation and Pearson product-moment correlation coefficient were used as statistical tools. The result indicates that as restaurant operators' perceived knowledge of sustainable practices increases, their ability to adapt to sustainable business practices also improves significantly. The relationship between the perceived attitude toward sustainable business practices and the perceived adaptability of small-scale restaurants in implementing these practices indicates that as restaurant operators' attitudes toward sustainability become more favorable, their perceived adaptability to sustainable business practices also increases. This suggests that a positive mindset toward sustainability plays a critical role in facilitating the adoption of green practices within the restaurant sector. In conclusion, the positive perceptions of employees on their knowledge of sustainable practices correlate with the ability of restaurants to adapt and implement those practices effectively. It is recommended that small-scale restaurants implement regular audits of their sustainability efforts, such as waste audits, recycling rates, and energy consumption reviews.

Keywords: *Adaptability, Attitude, Knowledge, Small-scale restaurant, Sustainable Business Practices*



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The Researchers



DEDICATION

This research is wholeheartedly dedicated to our beloved parents, who have been our inspiration and strength throughout this study. We also dedicate this research to our Almighty God for giving us the strength, wisdom, and knowledge we offer you. Lastly, we dedicate this research to our adviser, who never forgets us that we can do it. For her patience and efforts to guide us throughout the research study.

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Princess Dely H. Dian

Kent Joseph L. Espinas



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INTRODUCTION

The global hospitality industry has experienced significant changes in recent years, as sustainability becomes a focus due to growing environmental concerns and shifting consumer preferences (Bansal & Roth, 2019). The transformation aligns with a broader movement across various industries, where businesses are adopting sustainable practices to meet international environmental goals and cater to a more eco-conscious consumer base (Gössling, 2020; Tilley, 2019). As consumers gain a greater understanding of the environmental effects of their decisions, the demand for sustainable goods and services has increased significantly, pushing businesses to adjust to these new expectations (Lee et al., 2019; Smith & Lewis, 2018).

In the hospitality industry, sustainability has shifted from being an additional consideration to a key part of business strategy (Wang & Li, 2019). This change is evident in the widespread adoption of energy-efficient technologies, waste reduction programs, and the use of local, organic ingredients, all aimed at minimizing environmental impact while improving operational efficiency (Bohdanowicz & Zientara, 2019). Businesses around the world are increasingly incorporating these practices into their core operations, recognizing the dual advantages of sustainability—addressing environmental and social issues while boosting customer satisfaction (Smith & Lewis, 2018; Tilley, 2019).

In this vein, small-scale restaurants are typically defined by their limited seating capacity and localized operations, often with smaller staff and more constrained budgets than large chains (Alonso, 2020). These establishments frequently emphasize a personal touch and community engagement, serving as local gathering spots that reflect regional flavours and dining preferences (Baker, 2021). Small-scale restaurants lie in their ability

to offer unique, personalized dining experiences and foster a strong connection with the local community, often promoting regional ingredients and supporting local suppliers (Carroll, 2022). However, these restaurants face common problems, including resource limitations that make it challenging to implement comprehensive sustainability initiatives and difficulties competing with larger chains that benefit from greater economies of scale and more substantial financial investments (Davis & Smith, 2023).

Sustainability in the food industry revolves around reducing waste, conserving resources, and minimizing the environmental footprint of daily operations. In small-scale restaurants, these practices could include reducing energy consumption, sourcing locally produced ingredients, minimizing food waste, and eliminating single-use plastics (Tilley, 2019). However, many small-scale restaurant owners and staff may not fully understand the benefits or methods of incorporating sustainability into their operations. Sustainable practices are often viewed as costly and difficult to implement, especially for smaller businesses, posing a significant barrier to sustainability. However, small-scale restaurants lack the resources to make meaningful changes, even though studies show that long-term sustainability can improve efficiency and reduce costs (Francisco & Santiago, 2018).

The attitudes of small-scale restaurant representatives toward sustainable practices are also crucial to understanding their willingness to adopt these initiatives. A positive attitude toward sustainability can drive restaurant owners and staff to implement eco-friendly measures, while a negative attitude can prevent progress. found that small restaurant owners with a favourable view of sustainability were more likely to take proactive steps toward adopting green practices, even with limited knowledge or resources (Reyes & David, 2020). Subsequently, attitudes play a significant role in

influencing behaviour, and by fostering a positive attitude toward sustainability, more restaurants can be encouraged to take action. However, the same study also highlighted that many restaurant owners still view sustainability as a secondary concern, prioritizing short-term profitability over long-term environmental impact (Bilgihan, 2020).

Adaptability is another important factor in the successful implementation of sustainable practices. Small-scale restaurants operate in highly competitive and dynamic environments, and their ability to adapt to changing consumer preferences and market trends is critical to their success (Wang, 2019). Adopting sustainable business practices requires a certain level of adaptability, as restaurants must be willing to modify their operations and embrace new technologies or methods. Implementing energy-efficient equipment or changing sourcing practices to prioritize local and organic ingredients may require significant operational adjustments. Perez and Cruz (2021) posited that small-scale restaurants that were more adaptable were better able to integrate sustainable practices into their operations, resulting in improved customer satisfaction and operational efficiency.

Meanwhile, the knowledge of sustainability among small-scale restaurant representatives is another key aspect that influences their ability to implement eco-friendly practices. Without adequate knowledge of sustainability concepts and methods, restaurant owners and employees may struggle to make informed decisions about how to integrate these practices into their operations. De La Cruz (2018) revealed that many small-scale restaurant owners in the Philippines had a limited understanding of sustainability, often associating it solely with environmental regulations rather than recognizing its broader implications for operational efficiency, customer satisfaction, and long-term profitability (Yair, 2022). This knowledge gap highlights the need for

more educational programs to help small businesses comprehend the advantages of eco-friendly practices and how to apply them successfully.

In the Philippines, known for its rich culinary heritage and vibrant street food culture, small-scale restaurants are increasingly focusing on sustainability. The country's diverse food scene, deeply rooted in tradition, faces the challenge of adapting to modern sustainability demands while preserving its cultural essence. This is especially true in urban centers like Oroquieta City in Misamis Occidental, where the blend of tradition and modernity is apparent. As the city grows economically and attracts more tourists, there is a rising demand for dining experiences that are both culturally authentic and environmentally responsible. However, small-scale restaurants face several challenges in achieving sustainability. These include limited financial resources, difficulties accessing sustainable supply chains, and the need to balance cost-effectiveness with customer satisfaction. Often family-owned and deeply connected to the local community, these restaurants must navigate these obstacles to remain competitive. Despite these challenges, local restaurateurs are increasingly recognizing that adopting sustainable practices can offer significant long-term benefits, including improved operational efficiency and greater customer loyalty.

In this vein, the study sought to address the gap in understanding how small-scale restaurant representatives in Oroquieta City perceive and adopt sustainable business practices. Specifically, the research will explore the significant relationship between perceived knowledge, attitudes, and adaptability toward sustainable practices. These practices include initiatives such as recycling programs, eco-friendly packaging, waste management, water conservation, energy efficiency, etc. The study hypothesizes that representatives with higher levels of knowledge and more positive attitudes toward

sustainability, coupled with adaptability in implementing these practices, will be more successful in integrating sustainability into their business operations.

Moreover, the research seeks to enhance the wider conversation regarding sustainable business practices within the hospitality sector. While the focus is on the local context of Oroquieta City, the insights gathered from this research can be valuable for similar small-scale restaurants operating in other regions. Many of the challenges and opportunities identified in this study apply to small businesses in different areas striving to adopt sustainable practices in the face of economic and operational constraints.

The output of this study is expected to provide valuable contributions to the existing body of knowledge on sustainable practices in the hospitality industry, particularly in the context of small-scale restaurants in developing regions. The findings will offer practical insights that can be utilized by restaurant owners, policymakers, and researchers to enhance the implementation of sustainability initiatives in small-scale dining establishments. This includes identifying best practices for energy efficiency, waste reduction, and sustainable sourcing tailored to the local context's specific challenges and opportunities.

Theoretical Framework

The study will use two theories: Stakeholder Theory (Freeman, 1984) and The Theory of Planned Behavior (Ajzen, 1991).

Stakeholder Theory (Freeman, 1984) asserts that companies should consider the interests of all stakeholders, not solely shareholders, when making decisions. As Freeman defines stakeholders, they comprise any group or individual that can influence

or be influenced by the organization's goals. This theory highlights the necessity of balancing the expectations and needs of different stakeholders, including customers, employees, suppliers, and the surrounding community, to achieve sustainable success over the long term.

In the context of small-scale restaurants, the adoption of sustainable practices aligns with the principles of Stakeholder Theory by addressing the concerns and interests of multiple stakeholder groups. Customers today are becoming more worried about environmental problems and tend to support companies that show a dedication to sustainability (Clarkson, 1995). Small-scale restaurants can enhance customer satisfaction and loyalty by implementing eco-friendly practices such as waste reduction, energy efficiency, and the use of locally sourced ingredients (Jones, 2010).

Another critical stakeholder group, employees, may feel more engaged and motivated when working for a business that prioritizes sustainability, leading to improved job satisfaction and performance (Donaldson & Preston, 1995). Additionally, by sourcing ingredients from local suppliers who also practice sustainability, restaurants can foster stronger relationships within the local community, further reinforcing their commitment to the collective well-being of all stakeholders.

Ultimately, the adoption of sustainable practices in small-scale restaurants, guided by the principles of Stakeholder Theory, can create a more holistic and responsible business model. This approach not only satisfies the growing consumer demand for sustainability but also contributes to the long-term success of the business by building trust and loyalty among all stakeholders involved (Freeman, Harrison, & Wicks, 2007).



On the other hand, the Theory of Planned Behavior (Ajzen, 1991) suggests that a person's intention to perform a specific behaviour is affected by three main factors: their attitudes about the behaviour, the subjective norms they perceive, and their sense of perceived behavioural control. Ajzen argues that these elements influence an individual's behavioural intentions and, ultimately, their actions.

This theory offers a valuable structure for understanding how customers' attitudes and actions related to sustainability can influence their level of satisfaction in small-scale eateries. Attitudes toward behaviour refer to the customer's positive or negative evaluations of sustainable practices. If customers have favourable attitudes toward sustainability, they are more likely to appreciate and support restaurants that adopt such practices, leading to higher levels of satisfaction (Ajzen, 1991).

Secondly, subjective norms encompass the perceived social pressures to engage in or avoid certain behaviours. In the case of sustainable dining, if a strong social norm favours environmental responsibility within a community, customers may feel more inclined to choose restaurants that align with these norms. This social influence can enhance their overall satisfaction with establishments that are perceived as environmentally responsible (Ajzen, 1991).

Lastly, perceived behavioural control relates to the ease or difficulty of performing the behaviour, which, in this study's context, refers to the restaurant's ability to implement and maintain sustainable practices. Suppose customers perceive that a restaurant is effectively managing sustainability. In that case, they may have more confidence in the establishment's commitment to environmental responsibility, which can positively impact their dining experience and satisfaction (Ajzen, 1991).

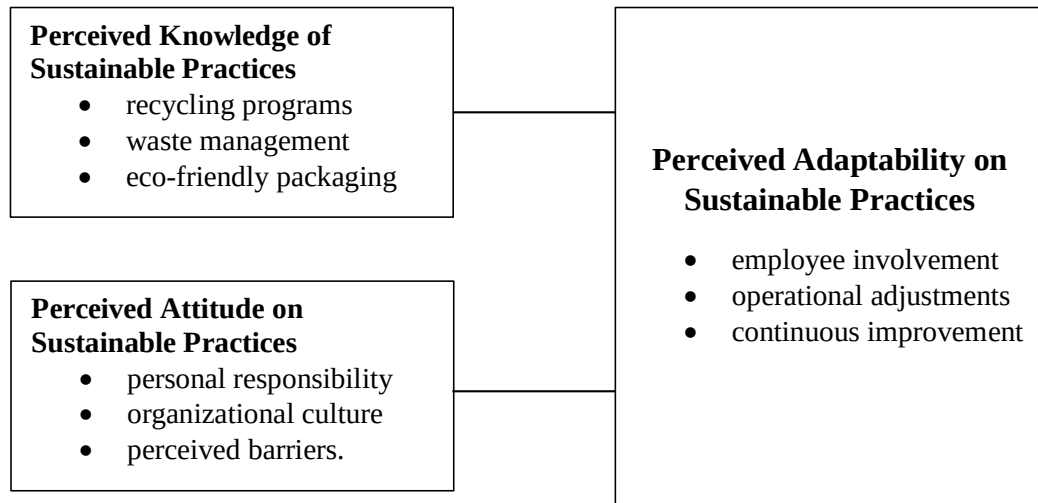


Figure 1. *Schematic Diagram of the Study*

Statement of the Problem

The study explored the significant influence of small-scale restaurant representatives' perceived knowledge, attitudes, and adaptability to sustainable business practices. Specifically, this study sought to address the following objectives:

1. Determine the level of perceived knowledge on sustainable practices for small-scale restaurant as perceived by employees or representatives in terms of recycling programs, waste management, and eco-friendly packaging.
2. Determine the level of perceived attitude for small-scale restaurant practices as perceived by employees or representatives in terms of personal responsibility, organizational culture and perceived barriers.
3. Determine the level of adaptability of sustainable business practices for small-scale restaurants as perceived by employees or representatives in terms of employee involvement, operational adjustments, and continuous improvement.
4. Explore the significant relationship between the small-scale restaurant as perceived knowledge and their adaptability to sustainable business practices.
5. Explore the significant relationship between the small-scale restaurant representatives as perceived attitude and adaptability on sustainable business practices.

Null Hypothesis

HO₁. There is no significant relationship between sustainable business practices in small-scale restaurants.

REVIEW OF RELATED LITERATURE

The integration of sustainable practices in the hospitality industry has increasingly garnered attention as businesses seek to address environmental concerns while meeting evolving consumer expectations. Small-scale restaurants, particularly in localized contexts such as Oroquieta City, are increasingly adopting sustainability measures to enhance customer satisfaction. This review examines recent literature from 2019 to present to provide a comprehensive understanding of how small-scale restaurants representative perceived knowledge, attitude and adaptability on sustainable business practices.

Recent studies have highlighted the growing importance of sustainability in the hospitality sector. According to a study by Gil-Alana et al. (2019), sustainable practices in restaurants include energy and water efficiency, waste reduction, and responsible sourcing. These practices help mitigate environmental impacts and align with the values of an increasing number of consumers who prioritize environmental responsibility (Rainer et al., 2020). The incorporation of sustainable practices has been linked to improved operational efficiency and reduced costs, further emphasizing the business case for adopting such measures (Chen et al., 2021).

Sustainability in small-scale businesses, particularly in the food service industry, has garnered growing attention in recent years. In the context of small-scale restaurants, sustainability encompasses practices such as waste reduction, energy efficiency, water

conservation, and the use of eco-friendly materials. Numerous local studies have explored the adoption of sustainable practices in the Philippine food service industry, highlighting the challenges and opportunities faced by restaurant owners and employees (Santos, 2023). A study by Carandang (2019) found that small-scale restaurants are becoming increasingly aware of sustainability due to customer demands and government regulations. However, despite this awareness, the practical application of sustainable practices remains limited, often because of insufficient resources and expertise.

One of the key challenges in adopting sustainable practices is the knowledge gap among restaurant representatives. Santiago (2018) posited that while many small-scale restaurant owners understand the importance of sustainability, they often lack specific knowledge on how to implement these practices effectively. The study revealed that most restaurant representatives associate sustainability with basic environmental regulations, such as waste segregation and reducing plastic use, but are unaware of broader sustainability measures like energy efficiency and sustainable sourcing (Meyer, 2021). This limited understanding hinders their ability to fully integrate sustainability into their operations. The study emphasized the need for educational programs to help small-scale restaurant owners and employees improve their knowledge of sustainability and its benefits.

Attitudes toward sustainability also play a crucial role in determining whether small-scale restaurants will adopt eco-friendly practices. Reyes (2020) examined the attitudes of restaurant owners in the Visayas region and found that while many have a positive attitude toward sustainability, others remain skeptical about its feasibility. The study noted that some restaurant owners see sustainability as an added expense rather than a long-term investment (Ramos, 2023). This perception is particularly prevalent

among small-scale businesses with limited capital, where immediate profitability is prioritized over long-term environmental benefits. However, the same study highlighted that those with a more positive attitude toward sustainability were more likely to invest in sustainable practices, even with limited resources (David, 2020).

Adaptability, or the ability to adjust to changing market demands and operational requirements, is another critical factor in the successful adoption of sustainable practices. Cruz (2021) investigated the adaptability of small-scale restaurants in the Bicol region and found that restaurants that were more adaptable to market trends, such as the increasing demand for sustainable products, were more likely to succeed in implementing eco-friendly practices. The study suggested that adaptability is influenced by several factors, including the owner's willingness to invest in new technologies and their openness to changing traditional business practices (Perez, 2019). For small-scale restaurants, adaptability is essential for integrating sustainable practices into daily operations, especially in a competitive market where customer preferences are increasingly shifting toward environmentally responsible businesses (Grimmer, 2019).

In terms of practical implementation, Villanueva (2018) explored the specific sustainable practices adopted by small-scale restaurants in urban centers in the Philippines. Their findings showed that while many restaurants had started implementing basic sustainability measures, such as waste management and energy conservation, more advanced practices like sourcing locally produced ingredients or investing in energy-efficient equipment were less common. The study by De La Cruz (2019) also highlighted that smaller restaurants often lack the financial resources to invest in more sustainable technologies, making it challenging to keep up with larger

competitors that can afford such investments. This financial constraint limits the extent to which small-scale restaurants can adopt sustainable business practices.

The role of government and policy in promoting sustainability in small-scale restaurants has also been a subject of local research. According to Garcia (2019), government regulations play a crucial role in encouraging small-scale restaurants to adopt sustainable practices. However, the study found that while there are policies in place that promote sustainability, such as waste management regulations, enforcement is often inconsistent, especially in smaller towns and cities. This lack of consistent enforcement makes it easier for restaurants to neglect sustainability without facing penalties (Ramos, 2019). The study recommended that local government units increase their efforts in promoting sustainability through incentives, such as tax breaks or grants for restaurants that implement eco-friendly practices, to encourage widespread adoption.

Several studies have also examined the role of consumer preferences in driving sustainability in small-scale restaurants. Santos and Villamor (2020) conducted a survey of consumers in Davao City and found that a growing number of customers prefer to dine in restaurants that practice sustainability. The study revealed that customers are more likely to support restaurants that use Employee Involvement, Operational Adjustments and Continuous Improvement (Gössling, 2019). This shift in consumer preferences has pushed many small-scale restaurant owners to rethink their operations and consider adopting sustainable practices to attract environmentally conscious customers. However, the study also noted that while consumer demand for sustainability is increasing, price sensitivity remains a significant factor, as many customers are unwilling to pay significantly higher prices for sustainable options.

The economic benefits of adopting sustainable practices have been explored in studies like the one conducted by Salcedo (2019), which focused on small-scale restaurants in Cebu City. Their research found that restaurants that implemented sustainability measures, such as reducing energy consumption and minimizing waste, saw a noticeable improvement in their operational efficiency and cost savings. The study suggested that when implemented effectively, sustainable practices could help small-scale restaurants reduce their operating costs, making them more competitive in the long run. However, the study also emphasized that the initial cost of implementing these practices can be a barrier for smaller businesses, which often operate on tight margins (Marquez, 2021).

Training and education are essential for equipping small-scale restaurant representatives with the understanding and abilities required to implement sustainable methods. A study by Dela Peña (2020) looked at the impact of sustainability training programs on restaurant employees in Iloilo City. The study found that employees who received training on sustainability were more likely to adopt eco-friendly practices in their daily tasks, such as proper waste segregation and energy conservation. The study also highlighted that continuous training is necessary to keep employees updated on new sustainability trends and technologies (Bautista, 2021). This finding underscores the importance of providing regular educational opportunities for small-scale restaurant representatives to ensure the successful implementation of sustainability initiatives.

Lastly, the relationship between sustainability and small-scale restaurant competitiveness has been explored in a study by Almeda (2021), which found that restaurants that adopted sustainable practices were better positioned to compete in the growing market for environmentally conscious consumers. The study focused on small-

scale restaurants in Manila and showed that those that embraced sustainability attracted more customers and enjoyed a better reputation within the community. This suggests that sustainability can serve as a competitive advantage for small-scale restaurants, helping them stand out in a crowded market. However, the study also cautioned that sustainability alone is not enough; it must be coupled with good service and quality food to ensure long-term success.

The adoption of sustainable practices in small-scale restaurants has been shown to enhance customer satisfaction. Research by Hsu et al. (2021) indicated that small-scale restaurants that engage in sustainability initiatives, such as reducing plastic waste or participating in community-based recycling programs, report higher customer satisfaction than those that do not. This suggests that even modest sustainability efforts can significantly impact customer perceptions and loyalty (Chen & Yu, 2022).

In the context of the Philippines, recent studies have explored how sustainability practices are being adopted in the local food service industry. A study by Cruz et al. (2021) examined the implementation of green practices in Filipino restaurants, highlighting the growing trend toward eco-friendly operations. This research found that local consumers in the Philippines are increasingly supportive of sustainable dining options, which in turn influences their choice of restaurants (Ramos & Santos, 2023). The study also noted that small-scale restaurants in the Philippines are leveraging their unique local characteristics to implement sustainability measures that resonate with their customer base.

Specifically, in Oroquieta City, a recent survey by Flores et al. (2022) revealed that small-scale restaurants are beginning to adopt sustainable practices, such as minimizing food waste and using locally sourced ingredients. This shift is driven by both

environmental concerns and the desire to meet customer expectations for responsible dining options. The study concluded that these practices have improved customer satisfaction and a stronger community connection, highlighting the potential for sustainability to enhance the competitiveness of small-scale restaurants in localized settings (De Vera et al., 2023).

The literature above highlights the growing recognition of sustainable practices as a key factor in enhancing customer satisfaction in the hospitality industry for large chains and small-scale restaurants in localized contexts like Oroquieta City. Recent research suggests that these smaller establishments are making significant strides in adopting sustainable practices, which help mitigate environmental impacts and align with consumer preferences, thereby increasing customer satisfaction and loyalty. Several factors influence the adoption of these practices in small-scale restaurants, including knowledge, attitudes, adaptability, financial constraints, government policy, and consumer demand (Henderson, 2021). Despite the growing awareness of sustainability's importance, many small-scale restaurants still face challenges in fully implementing these practices. Addressing these barriers requires a comprehensive approach that involves improved education, stronger policy enforcement, and increased financial support (Hosain, 2020).

RESEARCH METHODOLOGY

Design

This study employed a descriptive-correlational research design to investigate small-scale restaurant representatives' perceived knowledge, attitudes, and adaptability regarding sustainable business practices in Oroquieta City. Through the use of a structured survey questionnaire, numerical data will be gathered directly from restaurant employees or representatives. This design is well-suited for systematically describing and quantifying the current state of sustainable business practices within the restaurant industry and exploring the relationship between the representatives' perceptions and their adaptability to such practices. Utilizing a descriptive quantitative approach, the study will collect detailed and quantifiable data from a large sample of restaurant representatives, allowing for the identification of specific patterns in their knowledge, attitudes, and adaptability toward sustainability. The design is appropriate for the study as it aims to explore the significant relationship between small-scale restaurant representatives' knowledge, attitudes, and adaptability regarding sustainable business practices.

Respondents of the Study

The respondents for this study include the owners, staff, and managers of small-scale restaurants in Oroquieta City, Philippines. To ensure the collection of relevant data, the 12 establishments with a total population of 80 were selected using a stratified random sampling technique, a sample of 67 individuals guaranteeing a diverse and representative mix of participants across various roles within these establishments. The selection criteria for respondents will include several key factors. First, participants must

be current employees, owners, or managers of small-scale restaurants in the city. Second, they should have a minimum of six months of experience in their respective roles to ensure they possess sufficient knowledge of the restaurant's operations and sustainability practices. Third, all respondents must be adults aged 18 years or older to ensure that they can provide informed consent. Finally, the study will focus on restaurants that meet the definition of small-scale establishments with limited employees and annual revenue.

Setting

The study was set in Oroquieta City, a vibrant locality known for its rich cultural heritage and growing culinary scene. Small-scale restaurants in this region play a crucial role in the local economy, providing dining options for residents and employment opportunities for many individuals. These establishments often face unique challenges in adopting sustainable practices due to various factors such as limited financial resources, varying levels of awareness about sustainability, and the influence of traditional business operations. This study sought to explore these dynamics during the academic year 2024-2025, focusing specifically on how restaurant representatives' perceived knowledge and attitudes impact their adaptability to sustainable business practices. By examining the local context of Oroquieta City, the research aims to provide insights into the specific challenges and opportunities that small-scale restaurants encounter while striving for sustainability.

Instruments

The following research instruments were used in gathering the respondents' data:

A. *Perceived Knowledge on Sustainable Business Practices Questionnaire*: This is a 4-point Likert scale instrument adapted from Gonzaga (2023).

The questionnaire has fifteen (15) indicators with three constructs, namely Recycling Programs, Eco-friendly Packaging, and Waste Management; the following continuum will be utilized:

Responses	Continuum	Interpretation
4- Strongly Agree (SA)	3.25-4.00	Very High (VH)
3- Agree (A)	2.50-3.24	High (H)
2- Disagree (D)	1.75-2.49	Low (L)
1- Strongly Disagree (SD)	1.00-1.74	Very Low (VL)

B. *Perceived Attitude on Sustainable Business Practices Questionnaire*: This is a 4-point Likert scale instrument adapted from (Gonzaga, 2023). The questionnaire has fifteen (15) indicators with three constructs, namely Personal Responsibility, Organizational Culture, and Perceived Barriers; the following continuum will be utilized:

Responses	Continuum	Interpretation
4- Strongly Agree (SA)	3.25-4.00	Very High (VH)
3- Agree (A)	2.50-3.24	High (H)
2- Disagree (D)	1.75-2.49	Low (L)
1- Strongly Disagree (SD)	1.00-1.74	Very Low (VL)

C. Perceived Adaptability on Sustainable Business Practices Questionnaire: This is a 4-point Likert scale instrument adapted from (Gonzaga, 2023). The questionnaire has fifteen (15) indicators with three constructs, namely Employee Involvement, Operational Adjustments, and Continuous Improvement; the following continuum will be utilized:

Responses	Continuum	Interpretation
4- Strongly Agree (SA)	3.25-4.00	Very High (VH)
3- Agree (A)	2.50-3.24	High (H)
2- Disagree (D)	1.75-2.49	Low (L)

Data Gathering Procedure

In the data collection process, the researchers will make a letter of consent and obtain permission from the Dean of the College of Business and Management to conduct the study. Once official approval is granted, the researchers will first ask permission from the owner of the small-scale restaurant and then personally distribute the questionnaires to the selected respondents. Before administering the survey questionnaire, the researchers will inform the respondents about the approval of the consent letter and ensure that their participation is voluntary. After the respondents complete the questionnaires, the researchers will collect the filled-out forms. The collected data will then undergo a thorough process of tallying, analysis, and interpretation using appropriate statistical methods.

Data Analysis

The following statistical tools were used in this study:

Mean and Standard Deviation. These tools were used to determine the level of small-scale restaurant representatives' knowledge, attitude, and adaptability for sustainable business practices.

Pearson Product Moment Correlation Coefficient. This tool was used to explore the significant influence of small-scale restaurant representatives' perceived knowledge, attitude, and adaptability on sustainable business practices.

Ethical Considerations

Throughout the study, the respondents' rights, privileges, and well-being were prioritized. When inviting respondents to take part in the study, all coercive measures will be eliminated to ensure voluntary participation. Ethical considerations were carefully observed and implemented, as outlined below.

Informed Consent: Consent letters were utilized as the primary method of obtaining informed consent from the respondents. The researchers provided these letters to the respondents well in advance of the study, allowing them to have sufficient time to understand the study's purpose and make an informed decision about their voluntary involvement. The respondents could sign a document indicating their willingness to participate. The consent letters explicitly outlined the study's objectives, potential benefits, and possible drawbacks, ensuring transparency and informed decision-making. This approach helped in avoiding the use of deception during the survey.

Confidentiality: The researchers will take utmost care to protect the respondents' personal information and identities. Confidentiality was maintained throughout the study, ensuring that the acquired data remains secure and anonymous. Any physical or

digital documents containing the respondents' data were handled with extreme caution, and appropriate measures were taken to safeguard their privacy. Finally, the researchers will ensure the proper disposal of any papers or digital records holding respondents' data, adhering to ethical guidelines to maintain confidentiality.

RESULTS AND DISCUSSION

Table 1

Perceived Knowledge on Sustainable Business Practices Among Small-scale Restaurants

Constructs	M	SD	Interpretation
Recycling Programs	3.487	.6824	Very High
Eco-Friendly Packaging	3.373	.5267	Very High
Waste Management	3.582	.3825	Very High
Perceived Knowledge on Sustainable Business Practices	3.481	.4021	Very High

Note: Interpretation: 3.25-4.0 (Very High); 2.50-3.24 (High); 1.75-2.49 (Low); 1.0-1.74 (Very Low)

Table 1 shows the perceived knowledge on sustainable business practices in terms of Recycling Programs, Eco-Friendly Packaging, and Waste Management. The data shows that the perceived knowledge of sustainable business practices regarding Recycling Programs for small-scale restaurants is Very High (M=3.487; SD=.6824). Among the constructs of perceived knowledge, they have Very High ratings on Eco-friendly Packaging (M=3.373; SD=.5267) and Waste Management (M=3.582; SD=.3825). Statistically, perceived knowledge on sustainable business practices shows

that their overall assessment is Very High, with a weighted mean of 3.481 and a standard deviation of .4021.

The findings were obtained from the study of perceived knowledge of sustainable business practices. Respondents reported consistently Very High perceived knowledge, indicating that employees generally perceive themselves as highly knowledgeable and supportive of sustainable practices. Waste Management, with the highest mean score of 3.582, ranks as the area where employees feel most knowledgeable. This emphasis on waste management practices reflects a common trend in the restaurant industry, where waste reduction and proper disposal methods are increasingly prioritized to minimize environmental impact.

In addition, recycling programs have the second highest perceived knowledge of sustainable business practices, indicating the presence of designated bins for different recyclable materials available to both staff and customers, demonstrating a strong commitment to accessible recycling, and encouraging employee and customer participation. Lastly, the Eco-friendly Packaging with the lower mean of perceived knowledge on sustainable business practices suggests that most respondents recognize the importance of eco-friendly packaging. These scores reflect a general commitment by the restaurant to reduce its environmental impact through packaging choices, showing that they prioritize using sustainable materials and encouraging customers to adopt reusable options. Moreover, employees generally perceive themselves as highly knowledgeable and supportive of sustainable practices.

Efficient waste management practices, including composting and waste segregation, significantly reduce landfill contributions and promote environmental sustainability. The strong response in this area suggests that the restaurant may have

well-established waste management protocols and training, enabling employees to feel competent and well-prepared to manage waste sustainably (Cruz, 2020).

In conclusion, the study on perceived knowledge of sustainable business practices within small-scale restaurants shows that employees generally perceived themselves as highly knowledgeable and supportive of sustainable business practices, suggesting consistent responses among employees for that construct. At the same time, higher variability in Recycling Programs may indicate differing levels of familiarity or engagement with recycling. Waste Management ranks as the area where employees feel most knowledgeable. This emphasis on waste management practices reflects a common trend in the restaurant industry, where waste reduction and proper disposal methods are increasingly prioritized to minimize environmental impact. Additionally, biodegradable and compostable packaging helps reduce waste and better manage waste.

Table 2
Perceived Attitude on Sustainable Business Practices Among Small-scale Restaurants

Constructs	M	SD	Interpretation
Personal Responsibility	3.767	.3126	Very High
Organizational Culture	3.538	.3317	Very High
Perceived Barriers	3.266	.6470	Very High
Perceived Attitude on Sustainable Business Practices	3.516	.3404	Very High

Note: Interpretation: 3.25-4.0 (Very High); 2.50-3.24 (High); 1.75-2.49 (Low); 1.0-1.74 (Very Low)

Table 2 shows the perceived attitude on sustainable business practices in terms of Personal Responsibility, Organizational Culture and Perceived Barriers. As shown in

the data, the perceived attitude on sustainable business practices in terms of Personal Responsibility towards the small-scale restaurant is Very High ($M=3.767$; $SD=.3126$). Among the construct of perceived attitude, they have Very High ratings on Organizational Culture ($M=3.538$; $SD=.3317$) and perceived Barriers ($M=3.266$; $SD=.6470$). Statistically, perceived attitude on sustainable business practices shows that their overall assessment is Very High with a weighted mean of 3.516 and a standard deviation of .3404.

The findings were obtained from the study of perceived attitudes to sustainable business practices. Respondents reported consistently Very High perceived attitude reflecting a generally positive attitude toward sustainable practices among employees. It shows that Personal Responsibility, with the highest mean score of 3.767, suggests that employees have a strong sense of personal commitment to sustainable practices. This agreement indicates that the restaurant staff views sustainability as an individual responsibility, and they actively support the integration of eco-friendly practices into their daily operations. In addition, Organizational Culture has the second highest perceived attitude toward sustainable business practices, reflecting a positive view of the restaurant's commitment to sustainability. This result suggests that the restaurant fosters a supportive environment for sustainability, where management and staff are aligned in prioritizing eco-friendly practices. Lastly, the Perceived Barriers highlight that staff perceive multiple obstacles hindering sustainable efforts. Key barriers include financial limitations, time constraints, and insufficient training, all contributing to challenges in integrating sustainability into daily operations.

Employees who feel a sense of responsibility are more likely to voluntarily engage in sustainable behaviours. This high score implies that employees are

individually motivated and essential for driving consistent, sustainable organizational actions (Reyes, 2021).

In conclusion, the study on perceived attitude on sustainable business practices within small-scale restaurants generally found a positive attitude toward sustainable practices among employees. These results suggest that, despite certain barriers, there is a strong commitment to sustainability within the organization, influenced by individual and organizational factors.

Table 3
Perceived Adaptability on Sustainable Business Practices Among Small-scale Restaurant

Constructs	M	SD	Interpretation
Employee Involvement	3.514	.2926	Very High
Operational Adjustments	3.520	.3024	Very High
Continuous Improvement	3.531	.4881	Very High
Perceived Adaptability on Sustainable Business Practices	3.514	.4186	Very High

Note: Interpretation: 3.25-4.0 (Very High); 2.50-3.24 (High); 1.75-2.49 (low); 1.0-1.74 (Very Low)

Table 3 shows the perceived adaptability on sustainable business practices in terms of Employee Involvement, Operational Adjustments and Continuous Improvement. As shown in the data, the perceived adaptability of sustainable business practices regarding Employee Involvement in small-scale restaurants is Very High (M=3.514; SD=.2926). Among the construct of perceived adaptability, they have Very High ratings on Operational Adjustments (M=3.520; SD=.3024) and Continuous Improvement (M=3.531; SD=.4881). Statistically, perceived adaptability on sustainable

business practices shows that their overall assessment is Very High, with a weighted mean of 3.514 and a standard deviation of .4186.

The findings were obtained from the study of perceived adaptability on sustainable business practices. Respondents consistently reported very high perceived adaptability, which suggests that respondents believe the restaurant is effectively integrating sustainability into its practices. It shows that Continuous Improvement, with the highest mean score of 3.531, indicates that the restaurant actively engages in continuous improvement efforts related to sustainability. This suggests that the restaurant not only adapts but also seeks to enhance its sustainability practices on an ongoing basis, reinforcing its commitment to environmental responsibility.

In addition, operational Adjustments have the second highest perceived adaptability on sustainable business practices, indicating that the restaurant's operations are largely adaptable to sustainability initiatives. This suggests that the restaurant is proactive in making adjustments that contribute to sustainability. However, there are areas where further improvements could be made to enhance overall operational efficiency in sustainability efforts. Lastly, Employee Involvement highlights that employees feel highly engaged and supported in contributing to sustainable initiatives. This suggests that employee involvement is actively promoted, fostering a collaborative environment that is conducive to adapting to and maintaining sustainable practices.

Highlighting that organizations with a strong culture of continuous learning and development in sustainability tend to perform better in long-term environmental initiatives (Hossain & Nisha, 2020). In addition, increased engagement can lead to greater innovation and more effective implementation of sustainable practices. Encouraging a higher level of involvement can be achieved through more inclusive

decision-making processes and better communication regarding the importance of sustainability, ensuring that all employees feel their contributions are valuable.

In conclusion, the study on the perceived adaptability on sustainable business practices within small-scale restaurants generally suggests that respondents believe the restaurant effectively integrates sustainability into its practices.

Table 4

Significant Relationship between the Small-scale Restaurant as Perceived Knowledge and their Adaptability on Sustainable Business Practices

Perceived Adaptability on Sustainable Business Practices	r-value	p-value	Interpretation
Perceived Knowledge on Sustainable Business Practices	.560**	0.000	Strong Positive Correlation/Highly Significant

*Note: 1). Perfect Negative Correlation (-0.61 to -1.00), Strong Negative Correlation (-0.31 to -0.60), Moderate Negative Correlation (-0.11 to -0.30), No Correlation (0.00), Weak Positive Correlation (0.01 to 0.10), Moderate Positive Correlation (0.11 to 0.30), Strong Positive Correlation (0.31 to 0.60), and Perfect Positive Correlation (0.61 to 1.00) 2). ** $p < 0.01$ (Highly Significant); * $p < 0.05$ (Significant); $p > 0.05$ (Not Significant)*

Table 4 presents the relationship between perceived knowledge on sustainable business practices and the perceived adaptability of small-scale restaurants in adopting these practices. The results show a strong positive correlation of 0.560 between perceived knowledge and adaptability, with a statistically significant p-value of 0.000. This indicates that as restaurant operators' perceived knowledge of sustainable practices increases, their ability to adapt to sustainable business practices also improves significantly.

The correlation value of 0.560 falls within the "Strong Positive Correlation" range, suggesting that a higher level of knowledge about sustainable practices is closely

linked to greater adaptability in implementing these practices. This finding supports the notion that understanding sustainability concepts and their benefits equips restaurant operators with the tools and motivation needed to make changes in their operations.

Businesses with better sustainability knowledge are more likely to adopt and innovate in their sustainability efforts, leading to improved environmental and operational outcomes (Zhang et al., 2021).

The results suggest that enhancing the perceived knowledge of sustainable business practices among small-scale restaurant operators can play a crucial role in improving their adaptability to these practices. Efforts to educate and inform restaurant owners and staff about sustainability could lead to more effective and widespread adoption of sustainable practices, ultimately benefiting both the environment and the business.

Table 5

Significant Relationship between the Small-scale Restaurant as Perceived Attitude and Adaptability on Sustainable Business Practices

Perceived Adaptability on Sustainable Business Practices	r-value	p-value	Interpretation
Perceived Attitude on Sustainable Business Practices	.444**	0.000	Strong Positive Correlation/Highly Significant

*Note: 1). Perfect Negative Correlation (-0.61 to -1.00), Strong Negative Correlation (-0.31 to -0.60), Moderate Negative Correlation (-0.11 to -0.30), No Correlation (0.00), Weak Positive Correlation (0.01 to 0.10), Moderate Positive Correlation (0.11 to 0.30), Strong Positive Correlation (0.31 to 0.60), and Perfect Positive Correlation (0.61 to 1.00) 2). ** $p < 0.01$ (Highly Significant); * $p < 0.05$ (Significant); $p > 0.05$ (Not Significant)*

Table 5 explores the relationship between the perceived attitude toward sustainable business practices and the perceived adaptability of small-scale restaurants

in implementing these practices. The results show a **strong positive correlation** of 0.444, with a **highly significant p-value of 0.000**. This indicates that a more positive attitude toward sustainable practices is strongly associated with a greater ability to adapt and implement these practices within the restaurant's operations.

The correlation value of 0.444 falls within the "Strong Positive Correlation" range, meaning that restaurant operators' attitudes toward sustainability increase their perceived adaptability to sustainable business practices. This suggests that a positive mindset toward sustainability plays a critical role in facilitating the adoption of green practices within the restaurant sector.

Similar findings by Blanco et al. (2020) suggest that positive attitudes toward sustainability can lead to greater commitment to adopting eco-friendly practices in businesses, particularly in the food service industry.

More so, the p-value of 0.000, well below the significance threshold of 0.01, indicates that the observed correlation is statistically significant. This reinforces the conclusion that the relationship between perceived attitude and perceived adaptability is not due to random chance but reflects a meaningful and reliable association.

CONCLUSION

The following conclusions were drawn based on the findings of the study:

1. Employees in small-scale restaurants generally understand sustainable business practices, such as recycling, waste management, and using eco-friendly packaging. They agree on the importance of sorting waste, using green packaging, and partnering with recycling centers. Most employees also have a positive attitude toward sustainability, taking responsibility for it themselves and encouraging others in the restaurant to adopt eco-friendly practices.
2. They recognize challenges like limited time and budget, which were not seen as major barriers. Employees believe their restaurants are flexible and open to adopting sustainable practices. They are involved in decision-making, encourage improvements, and help make changes to promote sustainability. This shows that small-scale restaurants are knowledgeable, willing, and able to make adjustments.
3. There is a clear link between employees' knowledge of sustainability and how well the restaurant can adapt to those practices. Employees with a good understanding of sustainability are more likely to help the restaurant make effective changes.
4. A positive attitude towards sustainability also makes employees more eager to get involved in sustainability efforts, share new ideas, and support necessary operational changes.

RECOMMENDATIONS

1. Restaurants should make sustainability a key part of their culture to strengthen their focus on sustainability. This means including sustainability goals in the



restaurant's mission and values and ensuring managers and staff lead by example with eco-friendly behaviors. While employees are generally supportive of sustainability, they face challenges like limited budgets and time. Restaurant owners should look for affordable and practical ways to overcome these obstacles.

2. In small-scale restaurants, it is essential to involve employees in sustainability decisions. This can be done by creating sustainability committees, asking for employee feedback, and encouraging new ideas for eco-friendly practices. It's also essential to regularly assess the restaurant's sustainability, such as by conducting waste audits, checking recycling rates, and reviewing energy use. Lastly, to further strengthen the culture of sustainability, restaurants should recognize and reward employees who show leadership in these efforts, reinforcing the importance of eco-friendly practices throughout the organization.
3. A good way to boost sustainability in small restaurants is by partnering with the local government unit (LGU). Restaurants can work with the LGU to access resources, programs, and support for eco-friendly practices. For example, the LGU may offer training on waste management, energy-saving tips, or even financial incentives for using sustainable practices. By collaborating with local government, restaurants can find cost-effective solutions to improve their sustainability efforts.
4. The LGU can help raise awareness about the importance of sustainability and may assist in connecting restaurants with other businesses or organizations that share similar goals. This partnership can make it easier for restaurants to adopt green practices and contribute to a more sustainable community overall.

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APPENDICES

APPENDIX A

RESEARCH QUESTIONNAIRE

SMALL-SCALE RESTAURANT REPRESENTATIVES' PERCEIVED KNOWLEDGE, ATTITUDE, AND ADAPTABILITY ON SUSTAINABLE BUSINESS PRACTICES

Adapted and modified from Gonzaga (2023) Survey Questionnaire

I. Perceived Knowledge on Sustainable Practices Questionnaire

Instructions: Please check the box as to the observable types of sustainable practices currently implemented in the establishment. Use the scoring procedure below:

[4] Strongly Agree

[3] Agree

[2] Disagree

[1] Strongly Disagree

	Recycling Programs	4	3	2	1
1	The restaurant has a clearly defined recycling program for paper, glass, plastic, and metal waste.				
2	The restaurant provides designated bins for different types of recyclable materials for both staff and customers.				
3	The restaurant regularly trains staff on proper recycling procedures and best practices.				
4	The restaurant monitors and tracks the volume of recyclable materials to improve recycling efforts.				
5	The restaurant partners with local recycling facilities to ensure effective disposal and processing of recyclable materials.				
	Eco-Friendly Packaging	4	3	2	1
1	The restaurant uses biodegradable or compostable packaging for takeout and delivery orders.				
2	The restaurant avoids single-use plastics and encourages customers to use reusable containers.				
3	The restaurant clearly labels packaging materials as eco-friendly to inform customers.				
4	The restaurant seeks out suppliers who provide sustainable packaging options.				
5	The restaurant provides incentives or discounts to customers who bring their own reusable containers.				
	Waste Management	4	3	2	1
1	The restaurant implements waste reduction strategies, including composting organic waste.				

2	The restaurant segregates waste into categories such as compostable, recyclable, and non-recyclable.				
3	The restaurant minimizes food waste by using portion control and efficient inventory management.				
4	The restaurant engages in regular waste audits to identify and address areas for improvement.				
5	The restaurant educates staff on best practices for reducing and managing waste effectively.				

II. Perceived Attitude on Sustainable Practices Questionnaire

Instructions: Please indicate your level of agreement with each statement by selecting the most appropriate response option.

- [4] Strongly Agree
[3] Agree
[2] Disagree
[1] Strongly Disagree

	Personal Responsibility	4	3	2	1
1	I believe it is my responsibility to implement sustainable practices in my restaurant.				
2	I actively seek out information on how to improve sustainability in my work environment.				
3	I feel accountable for reducing waste and promoting recycling in my restaurant.				
4	I make an effort to choose eco-friendly products for my restaurant operations.				
5	I encourage my colleagues to adopt sustainable practices in their daily work routines.				
	Organizational Culture	4	3	2	1
1	The restaurant encourages employees to participate in sustainability initiatives.				
2	Management actively promotes a culture of sustainability within our organization.				
3	I feel that my restaurant values and supports sustainable business practices.				
4	There are regular discussions about sustainability and environmental responsibility in our team meetings.				
5	My restaurant provides training and resources to help staff understand sustainable practices				
	Perceived Barriers	4	3	2	1
1	I believe that financial constraints limit our ability to implement sustainable practices in the restaurant.				
2	There is a lack of support from management regarding sustainability initiatives.				

3	I feel that we do not have enough time to focus on sustainability in our daily operations.				
4	There is insufficient training available to help staff understand how to implement sustainable practices.				
5	I believe that our customers may not value sustainability, which discourages us from prioritizing it.				

III. Perceived Adaptability on Sustainable Practices Questionnaire

Instructions: Please indicate your level of agreement with each statement by selecting the most appropriate response option.

- [4] Strongly Agree
[3] Agree
[2] Disagree
[1] Strongly Disagree

	Employee Involvement	4	3	2	1
1	Employees are encouraged to participate in decision-making regarding sustainability initiatives in our restaurant.				
2	I feel that my input is valued when discussing sustainable practices at work.				
3	Our restaurant fosters teamwork and collaboration in implementing sustainable practices.				
4	Staff members are motivated to contribute ideas for improving sustainability in our operations.				
5	There are opportunities for employees to take on leadership roles in sustainability projects.				
	Operational Adjustments	4	3	2	1
1	Our restaurant regularly reviews and updates its practices to enhance sustainability.				
2	We have made changes to our menu to include more sustainable and locally sourced ingredients.				
3	Our operations have adapted to incorporate waste reduction strategies, such as composting or recycling.				
4	We utilize energy-efficient appliances and technologies to minimize our environmental impact.				
5	I believe that our restaurant is flexible in adopting new sustainable practices as they emerge.				
	Continuous Improvement	4	3	2	1
1	Our restaurant has a system in place for regularly assessing and improving sustainability practices.				
2	We actively seek feedback from employees on how to enhance our sustainability efforts.				

3	I feel that we are committed to continuously learning about new sustainable practices.				
4	Our restaurant invests in training and resources to improve our sustainability performance.				
5	There is a clear process for setting sustainability goals and measuring our progress towards achieving them.				

APPENDIX B

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RESEARCH QUESTIONNAIRE SMALL-SCALE RESTAURANT REPRESENTATIVES' PERCEIVED KNOWLEDGE, ATTITUDE, AND ADAPTABILITY ON SUSTAINABLE BUSINESS PRACTICES Adapted and modified from Gonzaga (2023) Survey Questionnaire Greetings! We are the 4th year Bachelor of Science in Hospitality Management students from Misamis University, and we would like to ask for your cooperation in our academic research by answering this survey questionnaire. The study mainly focused on the topic "Small-scale Restaurant Representatives' Perceived Knowledge, Attitude and Adaptability on Sustainable Business Practices". However, your cooperation in this study will be highly appreciated. In accordance of RA 10173 of the Data Privacy Act of 2012, all personal and/or sensitive information solicited and disclosed from this questionnaire shall only be used for the study alone. Rest assured that your responses in this instrument will be kept confidential. I. Perceived Knowledge on Sustainable Business Practices Questionnaire Instructions: Please check (/) the box as to the observable types of sustainable practices currently implemented in the establishment. Use the scoring procedure below: [4] Strongly Agree [3] Agree [2] Disagree [1] Strongly Disagree <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center;">INDICATORS</th> <th colspan="4" style="text-align: center;">RESPONSES</th> </tr> <tr> <th></th> <th style="text-align: center;">A. Recycling Programs</th> <th style="text-align: center;">4</th> <th style="text-align: center;">3</th> <th style="text-align: center;">2</th> <th style="text-align: center;">1</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>The restaurant has a clearly defined recycling program for paper, glass, plastic, and metal waste.</td> <td style="text-align: center;">/</td> <td></td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">2</td> <td>The restaurant provides designated bins for different types of recyclable materials for both staff and customers.</td> <td style="text-align: center;">/</td> <td></td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">3</td> <td>The restaurant regularly trains staff on proper recycling procedures and best practices.</td> <td></td> <td style="text-align: center;">/</td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">4</td> <td>The restaurant monitors and tracks the volume of recyclable materials to improve recycling efforts.</td> <td></td> <td style="text-align: center;">/</td> <td></td> <td></td> </tr> </tbody> </table>			INDICATORS		RESPONSES					A. Recycling Programs	4	3	2	1	1	The restaurant has a clearly defined recycling program for paper, glass, plastic, and metal waste.	/				2	The restaurant provides designated bins for different types of recyclable materials for both staff and customers.	/				3	The restaurant regularly trains staff on proper recycling procedures and best practices.		/			4	The restaurant monitors and tracks the volume of recyclable materials to improve recycling efforts.		/		
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3	The restaurant regularly trains staff on proper recycling procedures and best practices.		/																																			
4	The restaurant monitors and tracks the volume of recyclable materials to improve recycling efforts.		/																																			
																																						

Misamis University		xxvii																																	
5	The restaurant partners with local recycling facilities to ensure effective disposal and processing of recyclable materials.	/																																	
B. Eco-Friendly Packaging		4	3	2	1																														
1	The restaurant uses biodegradable or compostable packaging for takeout and delivery orders.	/																																	
2	The restaurant avoids single-use plastics and encourages customers to use reusable containers.		/																																
3	The restaurant clearly labels packaging materials as eco-friendly to inform customers.		/																																
4	The restaurant seeks out suppliers who provide sustainable packaging options.		/																																
5	The restaurant provides incentives or discounts to customers who bring their own reusable containers.		/																																
A. Waste Management		4	3	2	1																														
1	The restaurant implements waste reduction strategies, including composting organic waste.	/																																	
2	The restaurant segregates waste into categories such as compostable, recyclable, and non-recyclable.	/																																	
3	The restaurant minimizes food waste by using portion control and efficient inventory management.		/																																
4	The restaurant engages in regular waste audits to identify and address areas for improvement.		/																																
5	The restaurant educates staff on best practices for reducing and managing waste effectively.	/																																	
II. Perceived Attitude on Sustainable Business Practices Questionnaire Instructions: Please indicate your level of agreement with each statement by checking (/) the most appropriate response option. [4] Strongly Agree [3] Agree [2] Disagree [1] Strongly Disagree <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center;">INDICATORS</th> <th colspan="4" style="text-align: center;">RESPONSES</th> </tr> <tr> <th colspan="2" style="text-align: center;">A. Personal Responsibility</th> <th style="text-align: center;">4</th> <th style="text-align: center;">3</th> <th style="text-align: center;">2</th> <th style="text-align: center;">1</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>I believe it is my responsibility to implement sustainable practices in my restaurant.</td> <td></td> <td style="text-align: center;">/</td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">2</td> <td>I actively seek out information on how to improve sustainability in my work environment.</td> <td></td> <td style="text-align: center;">/</td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">3</td> <td>I feel accountable for reducing waste and promoting recycling in my restaurant.</td> <td></td> <td style="text-align: center;">/</td> <td></td> <td></td> </tr> </tbody> </table>						INDICATORS		RESPONSES				A. Personal Responsibility		4	3	2	1	1	I believe it is my responsibility to implement sustainable practices in my restaurant.		/			2	I actively seek out information on how to improve sustainability in my work environment.		/			3	I feel accountable for reducing waste and promoting recycling in my restaurant.		/		
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2	I actively seek out information on how to improve sustainability in my work environment.		/																																
3	I feel accountable for reducing waste and promoting recycling in my restaurant.		/																																



Misamis University		xxviii																					
4	I make an effort to choose eco-friendly products for my restaurant operations.	/																					
5	I encourage my colleagues to adopt sustainable practices in their daily work routines.	/																					
B. Organizational Culture		4	3	2	1																		
1	The restaurant encourages employees to participate in sustainability initiatives.	/																					
2	Management actively promotes a culture of sustainability within our organization.	/																					
3	I feel that my restaurant values and supports sustainable business practices.	/																					
4	There are regular discussions about sustainability and environmental responsibility in our team meetings.	/																					
5	My restaurant provides training and resources to help staff understand sustainable practices	/																					
C. Perceived Barriers		4	3	2	1																		
1	I believe that financial constraints limit our ability to implement sustainable practices in the restaurant.			/																			
2	There is a lack of support from management regarding sustainability initiatives.			/																			
3	I feel that we do not have enough time to focus on sustainability in our daily operations.			/																			
4	There is insufficient training available to help staff understand how to implement sustainable practices.			/																			
5	I believe that our customers may not value sustainability, which discourages us from prioritizing it.			/																			
III. Perceived Adaptability on Sustainable Business Practices Questionnaire Instructions: Please indicate your level of agreement with each statement by checking (/) the most appropriate response option. [4] Strongly Agree [3] Agree [2] Disagree [1] Strongly Disagree <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th colspan="2" style="text-align: center;">INDICATORS</th> <th colspan="4" style="text-align: center;">RESPONSES</th> </tr> <tr> <th colspan="2" style="text-align: center;">A. Employee Involvement</th> <th style="text-align: center;">4</th> <th style="text-align: center;">3</th> <th style="text-align: center;">2</th> <th style="text-align: center;">1</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>Employees are encouraged to participate in decision-making regarding sustainability initiatives in our restaurant.</td> <td style="text-align: center;">/</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>						INDICATORS		RESPONSES				A. Employee Involvement		4	3	2	1	1	Employees are encouraged to participate in decision-making regarding sustainability initiatives in our restaurant.	/			
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A. Employee Involvement		4	3	2	1																		
1	Employees are encouraged to participate in decision-making regarding sustainability initiatives in our restaurant.	/																					



Misamis University

xxix

2	I feel that my input is valued when discussing sustainable practices at work.		/		
3	Our restaurant fosters teamwork and collaboration in implementing sustainable practices.		/		
4	Staff members are motivated to contribute ideas for improving sustainability in our operations.		/		
5	There are opportunities for employees to take on leadership roles in sustainability projects.		/		
B. Operational Adjustments		4	3	2	1
1	Our restaurant regularly reviews and updates its practices to enhance sustainability.		/		
2	We have made changes to our menu to include more sustainable and locally sourced ingredients.	/			
3	Our operations have adapted to incorporate waste reduction strategies, such as composting or recycling.	/			
4	We utilize energy-efficient appliances and technologies to minimize our environmental impact.		/		
5	I believe that our restaurant is flexible in adopting new sustainable practices as they emerge.		/		
C. Continuous Improvement		4	3	2	1
1	Our restaurant has a system in place for regularly assessing and improving sustainability practices.		/		
2	We actively seek feedback from employees on how to enhance our sustainability efforts.	/			
3	I feel that we are committed to continuously learning about new sustainable practices.		/		
4	Our restaurant invests in training and resources to improve our sustainability performance.		/		
5	There is a clear process for setting sustainability goals and measuring our progress towards achieving them.		/		

Thank you for taking your time to complete this questionnaire.



APPENDIX C
Sampling Computations

SMALL-SCALE RESTAURANT	SAMPLE SIZE
Restaurant 1	4
Restaurant 2	9
Restaurant 3	10
Restaurant 4	5
Restaurant 5	13
Restaurant 6	9
Restaurant 7	4
Restaurant 8	10
Restaurant 9	6
Restaurant 10	3
Restaurant 11	4
Restaurant 12	3
TOTAL:	80

APPENDIX D**SMALL-SCALE RESTAURANT REPRESENTATIVES' PERCEIVED
KNOWLEDGE, ATTITUDE, AND ADAPTABILITY ON SUSTAINABLE
BUSINESS PRACTICES**

Adapted and modified from Gonzaga (2023) Survey Questionnaire

Greetings! We are the 4th year Bachelor of Science in Hospitality Management students from Misamis University, and we would like to ask for your cooperation in our academic research by answering this survey questionnaire. The study mainly focused on the topic “Small-scale Restaurant Representatives’ Perceived Knowledge, Attitude and Adaptability on Sustainable Business Practices”. However, your cooperation in this study will be highly appreciated.

In accordance of RA 10173 of the Data Privacy Act of 2012, all personal and/or sensitive information solicited and disclosed from this questionnaire shall only be used for the study alone. Rest assured that your responses in this instrument will be kept confidential.

Thank you for taking your time to complete this questionnaire.

Researchers



APPENDIX E



MISAMIS UNIVERSITY
OZAMIZ CITY

Date: 10-16-24

Name of Affiliation: MON'S GILL

Dear Ma'am/ Sir

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"Small-scale Restaurant Representatives' Perceived Knowledge, Attitude and Adaptability on Sustainable Business Practices"**.

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Should you have any concerns regarding this query, here are my contact details: 09617986676 and email address princessdelydian@gmail.com.

We are looking forward to your request and would merit your positive response.

Thank you.

Respectfully,

JEANLIE CHARL T. BINARAO

PRINCESS DELY H. DIAN

KENT JOSEPH L. ESPINAS

BSHM Student Researchers

Received and approved by:

Name: EDEN D. MENDOZA

Affiliation: MON'S GILL

Noted by:


RUBY P. SALIG, MBA, MIHM
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431
www.miu.edu.ph



 **MISAMIS UNIVERSITY**
OZAMIZ CITY

Date: 10-17-24

Name of Affiliation: _____

Dear Ma'am/ Sir,

Greetings!

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Thank you.

Respectfully,

JEANLIE CHARL T. BINARAO
PRINCESS DELY H. DIAN
KENT JOSEPH L. ESPINAS
BSHM Student Researchers

Received and approved by:

Name: Cheryl Angulo ng
Affiliation: Staff

Noted by:


RUBY P. SALIG, MBA, MIHM
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431
www.mu.edu.ph



 **MISAMIS UNIVERSITY**
OZAMIZ CITY

Date: 10-10-24

Name of Affiliation: Infini Tea

Dear Ma'am/ Sir
,
Greetings!

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Thank you.

Respectfully,

JEANLIE CHARL T. BINARAO
PRINCESS DELY H. DIAN
KENT JOSEPH L. ESPINAS
BSHM Student Researchers

Received and approved by:

Name: JOYLYN & CRAZ
Affiliation: STAFF

Noted by:


RUBY P. SALAS, MBA, MIHM
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431





MISAMIS UNIVERSITY
OZAMIZ CITY

Date: OCTOBER 16, 2024

Name of Affiliation: MINUTE BURGER

Dear Ma'am/ Sir

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"Small-scale Restaurant Representatives' Perceived Knowledge, Attitude and Adaptability on Sustainable Business Practices"**.

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Thank you.

Respectfully,

JEANLIE CHARL T. BINARAO

PRINCESS DELY H. DIAN

KENT JOSEPH L. ESPINAS

BSHM Student Researchers

Received and approved by:

Name: Marilyn F. Bimbao

Affiliation: Staff

Noted by:


RUBY P. SALIG, MBA, MIHM
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431
www.mu.edu.ph





MISAMIS UNIVERSITY

OZAMIZ CITY

Date: 10-17-24

Name of Affiliation: Chicken
Ati-Ahitan

Dear Ma'am/ Sir,

Greetings!

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JEANLIE CHARL T. BINARAO

PRINCESS DELY H. DIAN

KENT JOSEPH L. ESPINAS

BSHM Student Researchers

Received and approved by:

Name: Mr. Arnel B. Banaag

Affiliation: Back up person

Noted by:


RUBY P. SALIG, MBA, MIHM
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431
www.mu.edu.ph



 **MISAMIS UNIVERSITY**
OZAMIZ CITY

Date: 10-10-24

Name of Affiliation: Tessie Halang-Halang 2

Dear Ma'am/ Sir

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"Small-scale Restaurant Representatives' Perceived Knowledge, Attitude and Adaptability on Sustainable Business Practices"**.

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Thank you.

Respectfully,

JEANLIE CHARL T. BINARAO
PRINCESS DELY H. DIAN
KENT JOSEPH L. ESPINAS
BSHM Student Researchers

Received and approved by:

Name: Aida Polleccas
Affiliation: Staff

Noted by:


RUBY P. SALLIG, MBA, MIHM
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431
www.mu.edu.ph





MISAMIS UNIVERSITY
OZAMIZ CITY

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Name of Affiliation: _____

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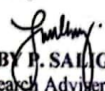
Respectfully,

JEANLIE CHARL T. BINARAO
PRINCESS DELY H. DIAN
KENT JOSEPH L. ESPINAS
BSHM Student Researchers

Received and approved by:

Name: SHARMAINE L. UGAT
Affiliation: CREW

Noted by:


RUBY P. SALIG, MBA, MIHM
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431
www.mu.edu.ph





MISAMIS UNIVERSITY

OZAMIZ CITY

Date: 10-17-24

Name of Affiliation: To Sweet Cafe

Dear Ma'am/ Sir

Greetings!

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Thank you.

Respectfully,

JEANLIE CHARL T. BINARAO

PRINCESS DELY H. DIAN

KENT JOSEPH L. ESPINAS

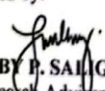
BSHM Student Researchers

Received and approved by:

Name: Shahana A. Andres

Affiliation: Staff CREW

Noted by:


RUBY P. SALIG, MBA, MIHM
 Research Adviser

College of Business and Management
 Misamis University
 Ozamiz City, Misamis Occidental, Philippines
 (088)-521-0367 / (088)-521-0431
www.mu.edu.ph





MISAMIS UNIVERSITY

OZAMIZ CITY

Date: 10-16-24

Name of Affiliation: TESSIE HALANG -HALANG

Dear Ma'am/ Sir

Greetings!

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Thank you.

Respectfully,

JEANLIE CHARL T. BINARAO

PRINCESS DELY H. DIAN

KENT JOSEPH L. ESPINAS

BSHM Student Researchers

Received and approved by:

Name: Teresita Romular

Affiliation: Dante

Noted by:


RUBY P. SALIG, MBA, MIHM
 Research Adviser

College of Business and Management
 Misamis University
 Ozamiz City, Misamis Occidental, Philippines
 (088)-521-0367 / (088)-521-0431



 **MISAMIS UNIVERSITY**
OZAMIZ CITY

Date: 10 - 14 - 24

Name of Affiliation: Villa Tuna

Dear Ma'am/ Sir

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"Small-scale Restaurant Representatives' Perceived Knowledge, Attitude and Adaptability on Sustainable Business Practices"**.

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Respectfully,

JEANLIE CHARL T. BINARAO

PRINCESS DELY H. DIAN

KENT JOSEPH L. ESPINAS

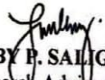
BSHM Student Researchers

Received and approved by:

Name: Velgen C. Guinipay

Affiliation: Staff

Noted by:


RUBY P. SALIG, MBA, MIHM
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431



 **MISAMIS UNIVERSITY**
OZAMIZ CITY

Date: 10-16-24

Name of Affiliation: GORG CAFE

Dear Ma'am/ Sir

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Thank you.

Respectfully,

JEANLIE CHARL T. BINARAO
PRINCESS DELY H. DIAN
KENT JOSEPH L. ESPINAS
BSHM Student Researchers

Received and approved by:

Name: DANIELA MAE CALUNSA
Affiliation: STAFF

Noted by:


RUBY P. SALIG, MBA, MIHM
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431
www.mun.edu.ph





MISAMIS UNIVERSITY

OZAMIZ CITY

Date: 10-16-24

Name of Affiliation: HAPITAMI

Dear Ma'am/ Sir,

Greetings!

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PRINCESS DELY H. DIAN

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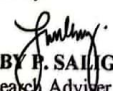
BSHM Student Researchers

Received and approved by:

Name: D. BIRSON

Affiliation: OWNER

Noted by:


RUBY P. SALIG, MBA, MIHM
 Research Adviser

College of Business and Management
 Misamis University
 Ozamiz City, Misamis Occidental, Philippines
 (088)-521-0367 / (088)-521-0431



APPENDIX F

Statistical Computations

Determine the level of perceived knowledge on sustainable practices for small-scale restaurant as perceived by employees or representatives in terms of recycling programs, waste management, and eco-friendly packaging.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Recycling Programs	67	1.2	4.0	3.487	.6824
Eco-Friendly Packaging	67	2.0	4.0	3.373	.5267
Waste Management	67	2.6	4.0	3.582	.3825
Perceived Knowledge on Sustainable Business Practices	67	2.1	4.0	3.481	.4021
Valid N (listwise)	67				

RP4	3.39
RP1	3.42
RP3	3.51
RP5	3.54
RP2	3.58
Recycling Programs	3.49
EFP5	3.13
EFP2	3.34
EFP4	3.34
EFP3	3.40
EFP1	3.64
Eco-Friendly Packaging	3.37
WM4	3.48

WM3	3.55
WM1	3.58
WM5	3.64
WM2	3.66
Waste Management	3.58
Perceived Knowledge on Sustainable Business Practices	3.48

Constructs	M	SD	Interpretation
Recycling Programs	3.487	.6824	Very High
Eco-Friendly Packaging	3.373	.5267	Very High
Waste Management	3.582	.3825	Very High
Perceived Knowledge on Sustainable Business Practices	3.481	.4021	Very High

Note: Interpretation: 3.25-4.0 (Very High); 2.50-3.24 (High); 1.75-2.49 (Low); 1.0-1.74 (Very Low)

Determine the level of perceived attitude for small-scale restaurant practices as perceived by employees or representatives in terms of personal responsibility, organizational culture and perceived barriers.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Personal Responsibility	67	2.6	4.0	3.767	.3126
Organizational Culture	67	2.4	4.0	3.538	.3317
Perceived Barriers	67	1.2	4.0	3.266	.6470
Perceived Attitude on Sustainable Business Practices	67	2.3	4.0	3.516	.3404
Valid N (listwise)	67				

PR2 3.69

PR5 3.70

PR3 3.76

PR4 3.82

PR1 3.87

Personal Responsibility 3.77

OC4 3.43

OC2 3.46

OC1 3.54

OC3 3.55

OC5 3.60

Organizational Culture 3.52

PB5 3.10

PB2 3.18

PB4 3.27

PB3 3.34

PB1	3.43
Perceived Barriers	3.27
Perceived Attitude on Sustainable Business Practices	3.52

Constructs	M	SD	Interpretation
Personal Responsibility	3.767	.3126	Very High
Organizational Culture	3.538	.3317	Very High
Perceived Barriers	3.266	.6470	Very High
Perceived Attitude on Sustainable Business Practices	3.516	.3404	Very High

Note: Interpretation: 3.25-4.0 (Very High); 2.50-3.24 (High); 1.75-2.49 (Low); 1.0-1.74 (Very Low)

Determine the level of adaptability of sustainable business practices for small-scale restaurant as perceived by employees or representatives in terms of employee involvement, operational adjustments, and continuous improvement.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Employee Involvement	67	2.4	4.0	3.514	.2926
Operational Adjustments	67	2.4	4.0	3.520	.3024
Continuous Improvement	67	1.4	4.0	3.531	.4881
Perceived Adaptability on Sustainable Business Practices	67	1.9	4.0	3.514	.4186
Valid N (listwise)	67				

EI4

3.42

EI5	3.42
EI3	3.55
EI2	3.63
EI1	3.69
Employee Involvement	3.54
OA4	3.34
OA2	3.46
OA3	3.48
OA1	3.52
OA5	3.55
Operational Adjustments	3.47
CI3	3.48
CI5	3.51
CI4	3.52
CI1	3.54
CI2	3.61
Continuous Improvement	3.53
Perceived Adaptability on Sustainable Business Practices	3.51

Constructs	M	SD	Interpretation
Employee Involvement	3.514	.2926	Very High
Operational Adjustments	3.520	.3024	Very High
Continuous Improvement	3.531	.4881	Very High
Perceived Adaptability on Sustainable Business Practices	3.514	.4186	Very High

Note: Interpretation: 3.25-4.0 (Very High); 2.50-3.24 (High); 1.75-2.49 (Low); 1.0-1.74 (Very Low)



Explore the significant relationship between the small-scale restaurant as perceived knowledge and their adaptability on sustainable business practices.

Correlations

		erceived Adapt abilit y on Sustai nable Busin ess Practi ces
Spearman's rho	Perceived Knowledge on Sustainable Business Practices	Correlation Coefficient Sig. (2-tailed) N
		1.000 .560** 67
	Perceived Adaptability on Sustainable Business Practices	Correlation Coefficient Sig. (2-tailed) N
		.560** .000 67

** . Correlation is significant at the 0.01 level (2-tailed).

Perceived Adaptability on Sustainable Business Practices	r-value	p-value	Interpretation
Perceived Knowledge on Sustainable Business Practices	.560**	0.000	Strong Positive Correlation/Highly Significant

Note: 1). Perfect Negative Correlation (-0.61 to -1.00), Strong Negative Correlation (-0.31 to -0.60), Moderate Negative Correlation (-0.11 to -0.30), No Correlation (0.00), Weak Positive Correlation (0.01 to 0.10), Moderate Positive Correlation (0.11 to 0.30), Strong Positive Correlation (0.31 to 0.60), and Perfect Positive Correlation (0.61 to 1.00)

2). $**p < 0.01$ (Highly Significant); $*p < 0.05$ (Significant); $p > 0.05$ (Not Significant)

Explore the significant relationship between the small-scale restaurant as perceived attitude and adaptability on sustainable business practices.

Correlations

		Perceived Attitude on Sustainable Business Practices	
Spearman's rho	Perceived Adaptability on Sustainable Business Practices	Correlation Coefficient	1.000
		Sig. (2-tailed)	.444**
	N		67
	Perceived Attitude on Sustainable Business Practices	Correlation Coefficient	.444**
		Sig. (2-tailed)	.000
	N		67

** . Correlation is significant at the 0.01 level (2-tailed).

Perceived Adaptability on Sustainable Business Practices	r-value	p-value	Interpretation
Perceived Attitude on Sustainable Business Practices	.444**	0.000	Strong Positive Correlation/Highly Significant

Note: 1). Perfect Negative Correlation (-0.61 to -1.00), Strong Negative Correlation (-0.31 to -0.60), Moderate Negative Correlation (-0.11 to -0.30), No Correlation (0.00), Weak Positive Correlation (0.01 to 0.10), Moderate Positive Correlation (0.11 to 0.30), Strong Positive Correlation (0.31 to 0.60), and Perfect Positive Correlation (0.61 to 1.00)

*2). ** $p < 0.01$ (Highly Significant); * $p < 0.05$ (Significant); $p > 0.05$ (Not Significant)*

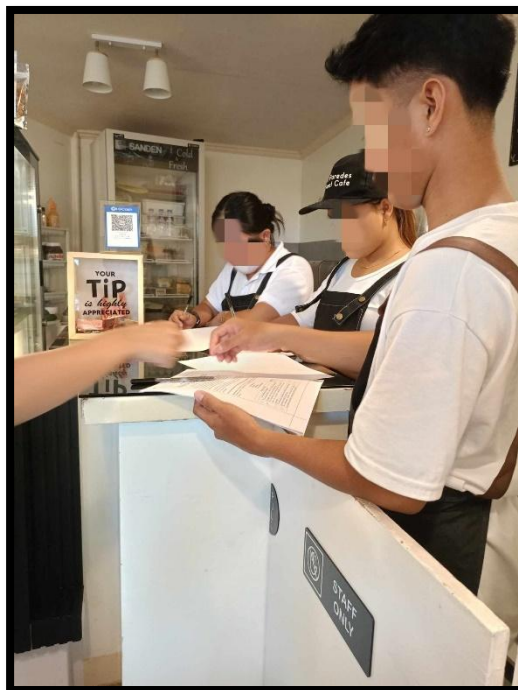
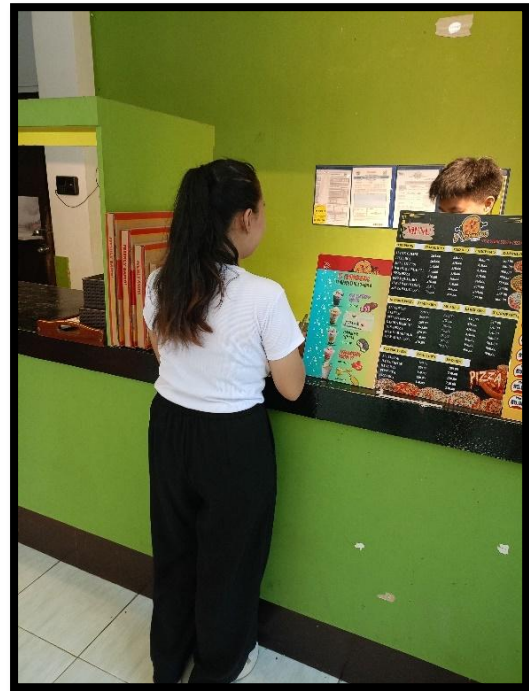
Appendix G

Proposal Defense



Final Defense

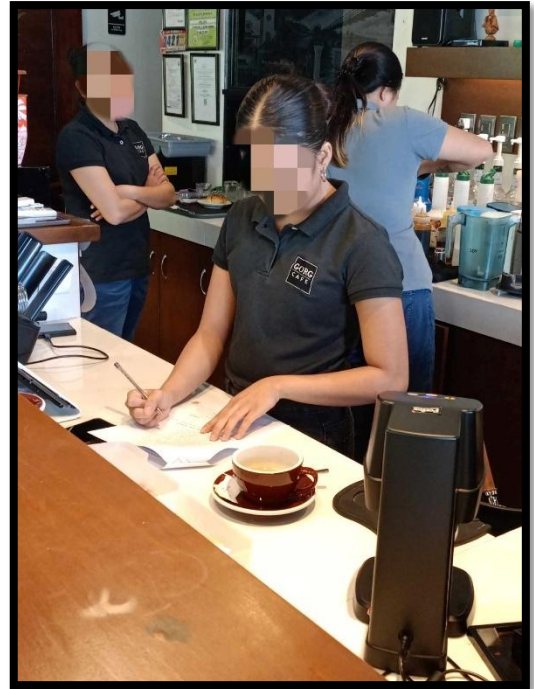




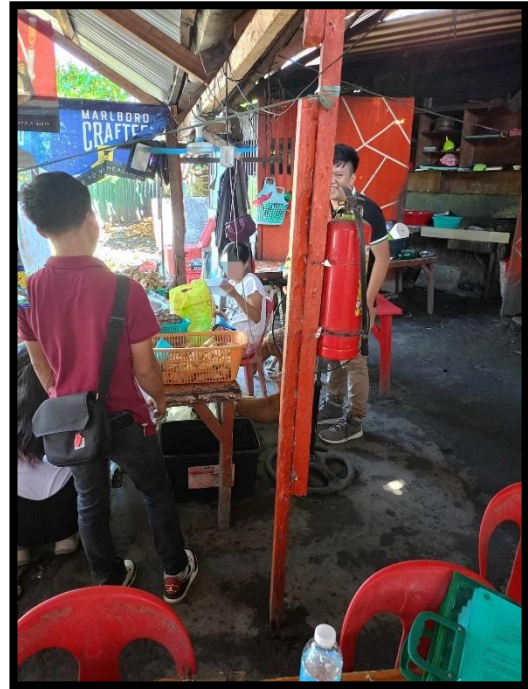
The respondent answers the survey questionnaire carefully.



The respondents agreed to answer the survey questionnaires.



Respondents agreed to answer the survey questionnaires without hesitation.



The respondents answer the survey questionnaires.

Appendix H

Plagiarism Test Result



Page 2 of 48 - Integrity Overview

Submission ID trn:oid::28447:90719005

24% Overall Similarity

The combined total of all matches, including overlapping sources, for each database.

Filtered from the Report

- Bibliography

Exclusions

- 1 Excluded Source

Match Groups

- 104 Not Cited or Quoted 22%**
Matches with neither in-text citation nor quotation marks
- 16 Missing Quotations 2%**
Matches that are still very similar to source material
- 0 Missing Citation 0%**
Matches that have quotation marks, but no in-text citation
- 0 Cited and Quoted 0%**
Matches with in-text citation present, but no quotation marks

Top Sources

- 9% Internet sources
- 7% Publications
- 23% Submitted works (Student Papers)

Integrity Flags

0 Integrity Flags for Review

No suspicious text manipulations found.

Our system's algorithms look deeply at a document for any inconsistencies that would set it apart from a normal submission. If we notice something strange, we flag it for you to review.

A Flag is not necessarily an indicator of a problem. However, we'd recommend you focus your attention there for further review.



Page 2 of 48 - Integrity Overview

Submission ID trn:oid::28447:90719005



Appendix I

Grammarly Test Result

BSHM_Paper Group (V) - (2)

by Misamis University

General metrics

74,471	9,881	816	39 min 31 sec	1 hr 16 min
characters	words	sentences	reading time	speaking time

Score



This text scores better than 97% of all texts checked by Grammarly

Writing Issues

178	31	147
Issues left	Critical	Advanced

Plagiarism

This text hasn't been checked for plagiarism

APPENDIX J

Curriculum Vitae

JEANLIE CHARL T BINARAO

P-4 BAGAKAY, Ozamiz City,
Misamis Occidental
0977-370-4659
Jeanlie.binarao07@gmail.com

**CAREER OBJECTIVE**

To get a job as a housekeeper in a hotel where I can use my cleaning skills, attention to detail, and desire to keep the place clean, comfy, and friendly for guests.

PERSONAL INFORMATION

Nickname :	Jenli	Religion :	Roman Catholic
Birth Date :	July 29 2003	Father :	Efren G. Binarao
Birth Place :	Ozamiz City	Occupation :	Farmer
Civil Status :	Single	Mother :	Bomie T. Binarao
Sex :	Male	Occupation :	Vegetable vendor
Nationality :	Filipino		
Weight :	45		
Height :	5'0		

EDUCATION BACKGROUND

Tertiary	Misamis University Bachelor of Science in Hospitality Management Ozamiz City, Misamis Occidental	1st Semester 2020 - present
Secondary	OZAMIZ CITY NATIONAL HIGHSCHOOL Technical Vocational Livelihood -HE Ozamiz City, Misamis Occidental	2019 – 2020

SKILLS AND KNOWLEDGE

- Adaptability: Being flexible and adaptable to changing circumstances and guest needs.
- Housekeeping skills
- Teamwork with my colleagues
- Time management
- Cooking skills
- Communication skills
- Punctuality

- Bartending skills
- Football skills

SEMINARS/WORKSHOPS/TRAININGS

- | | |
|---|---|
| • NCII Housekeeping | October 2024 |
| • Coffee Making Seminar-Workshop | May 2023
MU Manor, Ozamiz City, Philippines |
| • Career Orientation Seminar in the Cruise Line Industry | April 2023
MIHCA Cebu, Cebu City, Philippines |
| • Lecture & Demonstrating on Basic House Keeping and Bed Making | April 2023
Mezzo Hotel, Cebu City, Philippines |
| • Educational Tour | April 2023
Cebu City, Philippines |

REFERENCES

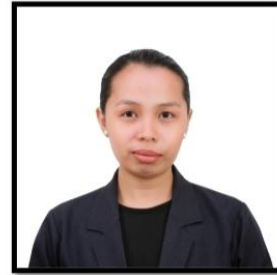
Catherine D. Rosauero, MBA, MIHM
 BSHM OJT Coordinator
 Misamis University
 0951-885-5461
 catherine.rosauero@mu.edu.ph

PRINCESS DELY H. DIAN

Cogon, Ozamiz City,

Misamis Occidental

0956-337-2175

princessdelydian@gmail.com**CAREER OBJECTIVE**

To gain hands-on experience in the hospitality industry by applying the knowledge and skills I have acquired in my studies. Eager to learn and contribute to the hotel's operations while enhancing customer service.

PERSONAL INFORMATION

Nickname :	Cess	Religion :	Roman Catholic
Birth Date :	March 30, 2003	Father :	Deromano R. Dian
Birth Place :	Ozamiz City	Occupation :	Deceased
Civil Status :	Single	Mother :	Leonilly H. Dian
Sex :	Female	Occupation :	Coordinator-Jeka Manpower
Nationality :	Filipino		

EDUCATION BACKGROUND

Tertiary	Misamis University Bachelor of Science in Hospitality Management Ozamiz City, Misamis Occidental	1 st Semester 2021-present
Secondary	Misamis University Science Technology Engineering and Mathematics Ozamiz City, Misamis Occidental	2020 – 2021

SKILLS AND KNOWLEDGE

- Driving (Motorcycle-2 wheels)
- Event Organizer
- Computer Skills (MS Word, Ppt)
- Baking
- Time Management
- Attentive to Detail

ORGANIZATIONS

Hoteliers of Tomorrow
Assistant Secretary

Academic Year 2023 - 2024

SEMINARS/WORKSHOPS/TRAININGS

- **NC II Housekeeping** October 2024
- **Cake Decorating Seminar-Workshop** June 2023
MU Manor, Ozamiz City, Philippines
- **Coffee Making Seminar-Workshop** May 2023
MU Manor, Ozamiz City, Philippines
- **Career Orientation Seminar in the Cruise Line Industry** April 2023
MIHCA Cebu, Cebu City, Philippines
- **Lecture & Demonstrating on Basic House Keeping and Bed Making** April 2023
Mezzo Hotel, Cebu City, Philippines
- **Educational Tour** April 2023
Cebu City, Philippines

REFERENCES

Catherine D. Rosauero, MBA, MIHM
BSHM OJT Coordinator
Misamis University
0951-885-5461
catherine.rosauero@mu.edu.ph



Kent Joseph Espinas
 Buenavista, Oroquieta City,
 Misamis Occidental
 0966-573-8513
 kentjosephespinas4@gmail.com



CAREER OBJECTIVE

To apply and enhance my skills in hospitality management through hands-on experience in a dynamic work environment, contributing to exceptional customer service and operational efficiency.

PERSONAL INFORMATION

Nickname	:	Kent	Religion	:	IFI
Birth Date	:	May 20, 2002	Father	:	Marnel B. Espinas
Birth Place	:	Oroquieta City	Occupation	:	None
Civil Status	:	Single	Mother	:	Mercy L. Espinas
Sex	:	Male	Occupation	:	OFW
Nationality	:	Filipino			

EDUCATION BACKGROUND

Tertiary	Misamis University Bachelor of Science in Hospitality Management Ozamiz City, Misamis Occidental	Semester 2021 -present
Secondary	Deor & Dune Academe School of Technology Home Economics (TVL) Oroquieta City, Misamis Occidental	2021 -2022

SKILLS AND KNOWLEDGE

- Baking
- Cooking
- Resourceful
- Punctuality
- Teamwork

SEMINARS/WORKSHOPS/TRAININGS

- Coffee Making Seminar-Workshop May 2023
MU Manor, Ozamiz City, Philippines
- Career Orientation Seminar in the Cruise Line Industry April 2023
MIHCA Cebu, Cebu City, Philippines
- Lecture & Demonstrating on Basic House Keeping and Bed Making April 2023
Mezzo Hotel, Cebu City, Philippines
- Educational Tour April 2023
Cebu City, Philippines
- NCII Housekeeping October 2024

REFERENCES

Catherine D. Rosauo, MBA, MIHM
BSHM OJT Coordinator
Misamis University
0951-885-5461
catherine.rosauo@mu.edu.ph