

SUSTAINABLE PRACTICES OF SELECTED TOURIST RESORT IN DASMARINAS CITY, BASIS FOR A PROPOSED SUSTAINABLE PLAN

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Abstract: There has been a trend of applying sustainable practices on the resorts, in order to reduce cost and reduce environmental concerns regarding the establishment of the resort and the city of Dasmaringas is a city in the province of Cavite which has a lot of resort. The study assesses the sustainable practices of the resort by identifying the profile of the respondents, the sustainable practices and to establish if there is relationship with the profile of the respondents and their assessment of sustainable practices. The study site had two resorts which is subjected to the study the Tubigan Garden resort and the Saniya Resort and Hotel. There are 77 respondents in the study all are employees of the two resort. The result of the study shows resort workers age 18 to 29, female with an educational attainment of college graduate and had a year of service of 1 to 2 years. The resort practiced sustainability in energy consumption, water consumption and waste management and sometimes practiced environmental advocacy and employee training. There is a significant difference with the educational attainment and years of service and their relationship with waste management and environmental advocacy.

Keywords: Resort, Sustainability, Sustainable Practices and Dasmaringas.

1. INTRODUCTION

The trend of sustainability when it comes to the hotel and resorts have been growing in the past years due to the connection with the environmental problems. In the Philippines several effects of unsustainable tourism have increase the awareness of the sustainable practices in which the resort has starting to practice sustainability in different factors of waste, water and electricity consumption.

In the past years there has been a trend when it comes to the sustainability application in tourism industry in which it also includes the hotels and resort. The year 2017 has been declared by the United Nations World Tourism Organization as the year of Sustainable Tourism for Development. The theme emphasizes wise utilization of resources and role of tourism as a means for sustainable development. The Hospitality sector plays a vital role in tourism industry, which is one of the basic components of tourism. Rapid growth of tourist arrivals also resulted in sprouting of accommodation establishments of various categories and standards therefore the need to practices sustainability to lessen the negative impact of the hospitality industry has been initiated (Shamsir and Shyju, 2018).

In the tourism industry, the importance of the environment has long been recognized. The realization of the importance of the environment is great in spending vacation in a peaceful place that is eco-accommodating. These eco-resorts can be in a beach, spring resort or in the core of a forest however they do one thing in common and that is protecting the natural resources in their own easy way. Ecological resorts are popular for sustainable practices, serving the local habitat, using and preserving natural products and implementing eco-friendly processes to ensure of having green surrounding (Reid et al, 2017).

The environment has become one of the major issues facing not only the hospitality industry but also humankind, with the increasing acknowledgement that human activity is causing global climate change. Global warming has turned into a certain truth about our present situation; our planet is warming up because of the activities of humans. Nevertheless, this isn't the primary natural problem that we have to be worried about. The entire way across the world, people are confronting a plenty of new and challenging environmental issues each day. Some of them are little and just influence a couple of natural systems, however others are absolutely changing because of the operation of such businesses. (Rinkesh, 2017).

Applying sustainable practices on business is very wise and beneficial. Practicing ecological awareness gives primary concern in cost investment funds, as well as competitive advantage in the market place. It enables the organization to perform proactively to address new ecological needs from customers to employee, at the same time as getting incentives in applying sustainability. A sustainable practices application in a company is not only helpful to a company but also on the employees because they will be aware that it is their social responsibility to take care of the environment therefore sustainable practices in a company does not only apply to the business itself but also the employees who work for the company (Sustainable Guru, 2017).

With the rise of tourism industry in the past years. The construction of lodgings and recreational facilities has frequently been in conflict with the interest of the locals who are careful about change and the impacts it will have on their livelihood although the tourism industry provided economic benefits to the locals. The business establishments involved in tourism should also considered to protect the way of life and lifestyle of the locals which they see as threatened by development activities and population growth. Matsuoka & Kelly (2013)

The impact of green business practices requires a comprehensive information of customer prerequisites together with the capacity to fulfill their needs while adding to ecological sustainability. Managers need to create systems and structures inside their business that fulfill the prerequisites of green business practices while still accomplishing vital business objectives. Implementing green practices allows for product distinction in the resort sector. For example, a resort that improves its pollution levels will most likely increase demand from environmental tourists. Resort managers have to create a system in the business to fulfil the wants and preferences of tourists who expect hotels to demonstrate a greater respect for the environment while delivering their services. (Chan & Wong, 2016)

Resort operators have become more aware of the potential benefits of sustainability, and many of them publicly promote resource conservation including the practices they pursued, related to water, energy, and waste reduction. Resorts' water reduction efforts have shown considerable advantage. Water can be reduced in pressure and recycled as a means to decrease water waste. One of the most common ways that resorts have reduced water consumption is replacing current appliances with water-efficient are faucets, laundry facilities, showers and toilets (Rahman and Svaren, 2015)

Currently there are the top five types of environmental problems from hotel and resort operations: Natural resource depletion: It is another crucial current environmental problem where fossil fuel consumption results in emission of Greenhouse gases, which is responsible for global warming and climate change. Waste Disposal: The over utilization of assets and formation of plastics are making waste to transfer. Developed nations are infamous for delivering an over the top measure of waste or trash and dumping their waste in the seas and, less developed nations. Plastic, fast food, wrapping and reasonable electronic waste threaten the well-being of people. Waste transfer is one of current ecological issue. Loss of Biodiversity: Human action is prompting the loss of species and natural surroundings and of biodiversity. Biological community, which took a large number of years to recover, are in risk when any species population is destroying. Deforestation: Our forests are natural sinks of carbon dioxide and supply new oxygen. In addition, it helps in controlling temperature and rainfall. Deforestation just means clearing of green cover and make that land accessible for private, industrial or business reason. Water Pollution: Clean water is turning into an uncommon product. Water is turning into economic issue as the human population battles for this resource. What people do right now is filling our rivers, oceans and seas with dangerous poisons which are risks to humans. (Rinkish, 2017)

When it comes to the trend in sustainability of the resorts the common trends were the energy conservation, waste management and water management these are the trends that provide some sustainable practices on the resorts. On the energy conservation the common practice is to reduce the use of electricity by switching to LED lights as it consumes less electricity and adopting modern appliances for the rooms while on the water management the most common trend was to recycle some water to be used in irrigation of the plants and garden in a resort and hotel and lastly the waste management most of the hotels practice waste recycling, reducing and reusing to reduce the waste generation of the hotel (Hard, 2019).

However, the research gap of the study was the environmental advocacy in promoting sustainability because many hotels have promoted sustainable practices in their respective resort and hotels but the problem was that the resort and hotels have forgotten to have an environmental advocacy and these is the topic that is additionally included in the study.

In the country the DOT (Department of Tourism) is an important branch of government that deals with the development of tourism in the country. They are also responsible in accrediting hotels that emphasize as well on the satisfaction of the tourist that will visit the area the DOT Memorandum Circular 2012-02, is a new standards which is part of the DOT's policy reforms which provides provisions to the Tourism Act of 2009, which mandates the DOT to formulate and enforce standards for the operation and maintenance of tourism enterprises, prescribing minimum and progressive levels of operating quality and efficiency consistent with local and international standards. Other legal basis that is important with the study was the R.A 9003 the solid waste management act which provides guidelines for the different business establishments which includes hotels and resort regarding the waste management.

The setting of the research is Saniya Resort located in the Salawag Dasmariñas Cavite is a DOT accredited resort. The Saniya resort was a famous resort in the city of Dasmariñas due to the affordable rates of the resort. The rates were 200 pesos during the summer season and 150 pesos during the regular season. While the night swimming cost 220 pesos during the summer season and 180 pesos during regular season. The Saniya resort and hotel also boasts cottages rental depending on the size but the prize range was from 500 pesos from small hut to 2500 to huts with air-condition room. The Saniya resort and hotel had also hotel rooms the price range was from 2500 up to 6500 for family room with an included breakfast.

The Tubigan resort which is located in Paliparan III Dasmariñas Cavite. The Tubigan garden resort was a famous resort in the city of Dasmariñas due to the affordable rates of the resort. The rates were 250 pesos during the summer season and 200 pesos during the regular season. While the night swimming cost 280 pesos during the summer season and 200 pesos during regular season. The Tubigan Garden resort also boasts cottages rental depending on the size but the prize range was from 500 pesos from small hut to 2500 to huts with air-condition room. The Tubigan Garden resort had also hotel rooms the price range was from 2950 up to 5250 for family room with an included breakfast. The resort had become famous with the display attractions such as statues of cartoon characters and colorful displays that will entice family to swim in the garden resort. Activities in the Tubigan Garden resort includes train ride for 20 pesos. The bubble bath for the kids and the lazy river where the pool is in river shape. There are 3 pools to enjoy ranging from 2ft, 3ft and 5ft. there are also slides in included on the pools. Other amenities such as barbeque grills, karaoke rent and showers were also included. The Tubigan garden resort does not allow stoves to be bring inside. While alcohol beverage purchase outside are also not allowed inside and cigarette smoking is banned.

Established on 2015, the resort has 2ft up to 5.7-ft swimming pools with slides. Nipa hut cottages that can accommodate big groups, as well as air-conditioned rooms, are available for either day or night swimming and overnight stay. They also have a restaurant, and videokes are available for rent. The resort had become famous with the display attractions such as statues of cartoon characters and colorful displays that will entice family to swim in the garden resort. The Saniya resort does not allow stoves to be bring inside. While alcohol beverage purchase outside are also not allowed inside and cigarette smoking is banned.

The proposed study would like to determine the sustainable practices in the Saniya Resort. The participants of the study were workers of the resort a survey questionnaire was the main tool of the study by the researchers specifically the study sought to answer the following questions:

1. What is the profile of the respondents in terms of:
 - 1.1 Age
 - 1.2 Gender
 - 1.3 Educational Attainment
 - 1.4 Years of Service
2. How does the respondents assess the sustainability practices of the Saniya Resort and Hotel in terms of:
 - 2.1. Energy Conservation
 - 2.2. Waste Management
 - 2.3. Water Management

2.4. Environmental Advocacy

2.5. Employee Training

3. Is there significant difference between the profile of the respondents and their assessment of the sustainable practices?
4. Based on the Findings what sustainability plan can be proposed?

The study is important to the Saniya Resort so that they realize the importance of sustainable practices in their respective resort and to know that sustainability practices will increase the efficiency of the resort and will save the resort on the operating cost. The study is also important to the guest to be aware that sustainability practices can also be applied in hospitality industry and to realize the importance of social responsibility of the guest towards sustainable development.

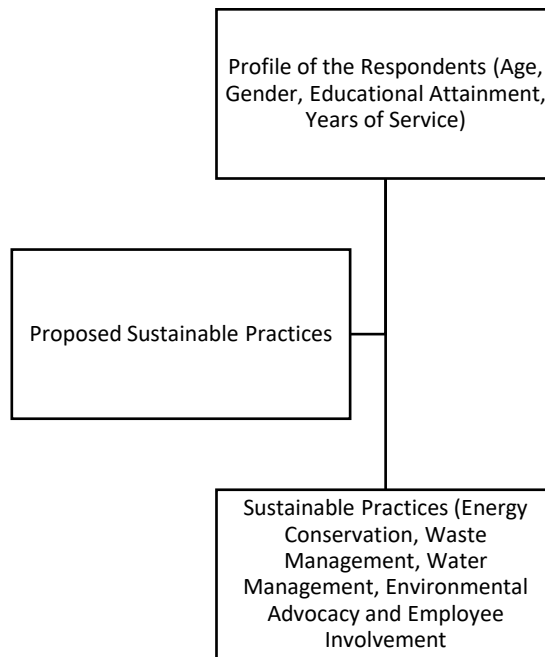


Figure 1: Conceptual Framework of the study

The figure above shows the conceptual framework used in the study the conceptual framework shows the concept that is used in the study. The study uses the concept of Smerechnik and colleagues (2019) on environmental sustainability of hotel and resorts. The concept starts with the sustainable practices in which there should be a practice of energy conservation which deals on how to reduce the energy consumption of a hotel and resort. The waste management which deals with the reduction of waste generated by the hotel and resorts. The water management in which it deals with the reduction and efficiency and to provide other ways on how to conserve water. The environmental advocacy which deals with the responsibility of a hotel and resort to become an advocate with sustainability and lastly the employee involvement which deals with the commitment of the employee towards practicing sustainability.

2. METHODOLOGY

The researchers used Quantitative Research Design, the respondents used survey questionnaire for the respondents particularly the workers on the Saniya Resort and Hotel was used to determine the sustainability practices in the resort.

The researcher used purposive sampling since the study has the purpose to assess the sustainability practices of the Saniya Resort and Hotel using a distribution of survey questionnaire to the respondents of the study which is the workers. Purposive sampling is more suitable in the study since the employees of the Saniya Resort and Hotel and the Tubigan Garden resort had more knowledgeable in regards with the sustainability practices. The sampling size of the research was all the employees of the resort which totals to 77 for both of the resort.

Letter was given to the management of the Saniya Resort and Hotel and the Tubigan Garden Resort so that they are aware of the study that was done in their area. The researchers survey questionnaire as the instrument of the study. The researcher personally distributed the survey questionnaire to the employees in Saniya Resort and Hotel. The data gathering process started from 1st week of June to 3rd week of June (2019).

The statistical tools that was use in determining the demographic profile of the respondents is Frequency and Percentage. The researchers used Mean, Standard Deviation and Ranking that determined the assessment of the respondent’s assessment to the sustainability practices of the Saniya resort and Hotel. The meaning of the weighted mean was as followed 1.00 to 1.49 Needs Practiced, 1.5 to 2.49 Sometimes Practiced, 2.5 to 3.49 Practiced and 3.5 to 4.00 Often Practiced. Lastly, statistical analysis particularly the ANOVA (Analysis of Variance) and T-Test test was used to determine the relationship of the profile of the respondents and their assessment of sustainability practices in Saniya resort and Hotel.

The survey questionnaire was validated by the thesis adviser. The thesis adviser improved the questionnaire and was approved it based on the variables involved. Hence, content validity. Aside from that face validity was also used the survey questionnaire was pre-shown to the respondents the employees and was asked if the survey questionnaire answered the sustainability practices of Saniya Resort and Hotel. The output of the study is a sustainable plan in which was based on the findings each from the concept of sustainability practices of a resort which is about the waste management, water conservation, energy conservation, environmental advocacy and employee engagement.

3. RESULT

Table 1: Age of the respondents

Age	Frequency	Percentage
18-29 Years Old	46	59.7
30-39 Years Old	24	31.2
40 Years Old and above	7	9.1
Total	77	100.0

The table 1 shows the result of the age of the respondents in which most of the respondents age 18 to 29 years with 46 (59.7%) respondents, followed by 30 to 39 years old with 24 (31.2%) respondents while the lowest number was 40 years old and above with 7 (9.1%) respondents.

The result shows that most of the respondents are young adults According to PSA (2016) young adults are the usual workforce in hospitality industry and the age 18 to 30 are considered to be young adults therefore this validated the result as to why there are more young adults working in the resorts while there are few more adults in the hospitality industry due to the booming of hospitality industry that it needs more new workers the young adults in the industry.

Table 2: Gender of the Respondents

Gender	Frequency	Percentage
Male	36	46.8
Female	41	53.2
Total	77	100.0

The table 2 shows the result on the gender of the respondents the result shows that most of the respondents are female with 41 (53.2%) respondents followed by male respondents with 36 (46.8%) respondents.

The result shows that there are more female workers when it comes to the resorts. According to PSA (2016) the number of workforces in the labor is much higher in males as compared to women but in the hospitality industry females’ workforce are more as compared with male therefore this could explain as to why there is not much difference with the number ratio of males to females.

Table 3: Educational Attainment of the Respondents

Educational Attainment	Frequency	Percentage
High School	4	5.2
Vocational	7	9.1
College Level	12	15.6
College Graduate	54	70.1
Total	77	100.0

The table 3 shows the result of the educational attainment of the respondents most of the respondents are college graduate with 54 (70.1%) respondents followed by college level respondents with 12 (15.6%) respondents while the lowest number respondents are high school graduates with 4 (3.2%) respondents.

According to PSA (2016) workers in hospitality industry are usually bachelor's degree but in the result in can be observe that there are also respondents that were college level. This explain that there is not much necessarily a need to work for hospitality industry with a bachelor's degree as some institution offers skills and training to be able to work in the hospitality industry.

Table 4: Years of Service of the respondents

Years of Service	Frequency	Percentage
Below 1 year	27	35.1
1-2 years	34	44.2
More than 2 years	16	20.8
Total	77	100.0

The table 4 shows the result on the years of service of the respondents the result shows that most of the respondents had a years of service with the resort for 1 to 2 years with 34 (44.2%) respondents, followed by respondents with below 1 year experience with 27 (35.1%) respondents while the lowest number was more than 2 years of experience with 16 (20.8%) respondents.

The result suggests that most of the respondents range from 1 to 2 years of work service which means that they are fairly new to their work. According to PSA (2016) young adults are the usual workforce in hospitality industry which means that the respondents are probably new to the service since most of them are young adults which explains that this could be their first job.

Table 5: Energy Consumption Practices of the Resorts

Energy Conservation	Mean	Interpretation	Ranking
1.The resort uses energy-saving supplies and equipment like energy-saving bulbs.	3.6494	Often Practiced	1
2.The resort uses renewable energy sources such as solar and wind energy.	1.9870	Sometimes Practiced	4
3.The resort uses energy-saving appliances	3.1818	Practiced	2
4. The resort uses a key card plug-in system to cut power in case of absence	1.9740	Sometimes Practiced	5
5.The resort regularly collects data of energy consumption and takes action to reduce it.	2.7662	Practiced	3
Overall	2.7117	Practiced	
<i>Interpretation: 1.00 to 1.49 Needs Practiced, 1.5 to 2.49 Sometimes Practiced, 2.5 to 3.49 Practiced and 3.5 to 4.00 Often Practiced</i>			

The table 5 shows the result on the energy consumption practices of the resort the result shows that the highest mean can be found in The resort uses energy-saving supplies and equipment like energy-saving bulbs, with a mean of 3.6494 and interpreted as often practice while the lowest mean can be found in The resort uses a key card plug-in system to cut power in case of absence with a mean of 1.9740 and interpreted as sometimes practice. The overall mean of 2.7117 suggest that the resorts practice energy conservation.

The probable reason as to why the resort uses energy-saving supplies and equipment like energy-saving bulbs got the highest mean is because this could be the employees are more aware of the efficiency of the lightning bulbs because energy efficient lightning is the trend when it comes to reducing energy consumption.

According to Rahman and Svaren, (2015) the resort nowadays usually uses energy efficient lightning because, lightning is one of the factor that resort and hotel operators should watch out for and with the availability of the technology in which anyone can access the energy efficient lightning system the trend of efficient lightning continues in which many business such as resort and hotels apply to cut operating cost and maintenance.

Meanwhile the lowest mean can be found in the resort uses a key card plug-in system to cut power in case of absence the probable reason to these could probably the cost of putting this key card as installing this system could cause a lot for a resort and hotel. However, in the long run the resort should apply these because this would cut their energy consumption and increase the sustainably of the hotel and resort.

According to Shamser and Shyju (2018) the trend of applying sustainability in resort and hotels are very important because applying sustainability in the long run would cut the operating cost and maintenance in running the hotel and resort, therefore it is important for a hotel and resort to have a key card plug installed because these would cut the cost for energy consumption however applying these technology would indicate an extra cost for the management of the hotel and the resort, but in the long run the benefit will outweigh the cost.

Table 6: water Consumption Practices of the Resorts

Water Consumption	Mean	Interpretation	Rank
1.The resort toilet is equipped with a dual flush system.	3.1429	Practiced	4
2.The resort showers and taps are checked for dripping on a regular basis and all of the pipes are checked and repaired on a regular basis.	3.2338	Practiced	3
3.The resort uses a filter system for an efficient water usage	3.0260	Practiced	5
4.The resort uses rain water to where appropriate (e.g. for flushing toilets).	3.3377	Practiced	2
5.There are bathroom and restroom signs to inform the guests that sheets and towels will only be changed upon request.	3.6753	Often Practiced	1
Overall	3.2831	Practiced	
<i>Interpretation: 1.00 to 1.49 Needs Practiced, 1.5 to 2.49 Sometimes Practiced, 2.5 to 3.49 Practiced and 3.5 to 4.00 Often Practiced</i>			

The table 6 shows the result on the water consumption of the resorts the result shows that the highest mean can be found in There are bathroom and restroom signs to inform the guests that sheets and towels will only be changed upon request with a mean of 3.6753 and interpreted as often practiced while the lowest mean can be found in The resort uses a filter system for an efficient water usage with a mean of 3.0260 and interpreted as practiced the overall mean of 3.2831 suggest that the resort practice water conservation.

The result reflects that the highest mean can be found in there are bathroom and restroom signs to inform the guests that sheets and towels will only be changed upon request. The result explains that the resort practiced water conservation but not only water conservation but it could also cut electricity cost with the use of washers.

According to Karl and Colleagues (2019) an important factor when it comes to applying sustainability to the resort and the hotel is water conservation since this is the most factor on sustainability that has been looked up to as water consumption is very important since the consumers use freshwater and freshwater supply is very crucial not only for consumption but for business as well and applying water conservation is a plus in applying sustainability in hotel and resorts.

In relation with the result the lowest mean can be found in The resort uses a filter system for an efficient water usage although it is still practice resorts usually have a filter system especially with their pools to ensure that the guest will enjoy the pool and have a good and clean access to pool while swimming on it.

According to Reid and Colleagues (2017) efficient use of water in resorts and hotels needs a water filter system which not only ensures that the guest can enjoy the clean pools but water filter system is also use in other water consumption such as drinking and bathing and ensuring an access to clean water is related with the substantiality of the hotel and the resort because it gives a good feedback from the guest.

Table 7: Waste Management Practices of the Respondents

Waste Management	Mean	Interpretation	Rank
1.Wastes are segregated in the resort.	2.0130	Sometimes Practiced	5
2.The resort monitors their waste footprint by weighing the garbage and recording it.	2.3909	Sometimes Practiced	4
3.The resort minimizes the use of disposable products such as cups, plates and cutlery.	3.0130	Practiced	2
4.The resort uses paper towels and toilet papers that are made of non-chlorine bleached paper or paper with an eco-label.	3.4545	Practiced	1
5.The resort prefers recyclable products in packaging.	2.8571	Practiced	3
Overall	2.6857	Practiced	
<i>Interpretation: 1.00 to 1.49 Needs Practiced, 1.5 to 2.49 Sometimes Practiced, 2.5 to 3.49 Practiced and 3.5 to 4.00 Often Practiced</i>			

The table 7 shows the result of the waste management practices of the selected resorts the result shows that the highest mean can be found in the resort uses paper towels and toilet papers that are made of non-chlorine bleached paper or paper with an eco-label with a mean of 3.4545 and interpreted as practiced while the lowest mean can be found in Wastes are segregated in the resort with a mean of 2.013 and interpreted as sometimes practiced the overall mean of 2.6857 suggest that the resort practices waste management.

The probable reason as to why the resort uses paper towels and toilet papers that are made of non-chlorine bleached paper or paper with an eco-label. Got the highest mean is because the supplies the resort use where most likely to be eco friendly which explains the result of the waste management practices.

According to Rinkesh (2017) applying waste management practices in a resort is very crucial because the resort produces a lot of waste and realizing the potential of waste in the long run the hotel and resorts should adopt products that are eco friendly and produce waste that can be degraded such as the paper towels and toilet papers.

Meanwhile the lowest mean which is Wastes are segregated in the resort means that the resort does not practice waste segregation the probable reason was that the resorts does not provide different trash bins for different waste and only include one trash bin for all the waste in which it explains why the waste segregation got the lowest mean and waste segregation is a very important factor when it comes to the application of sustainability in the resort and hotels.

According to Shamser and Colleagues (2018) a proper waste management is very important for the resort and hotels in order to ensure that the hotel and resort is sustainable, usually the resort and hotels generate a lot of waste which is produce by the guest and the waste generated is necessary to be segregated so that when trash collectors collects the garbage there will not be a hard time segregating the waste. Practicing waste management in the hotel and resort is a responsibility in which the resort and hotels should practice to minimize the negative environmental effects of establishing resorts and hotels.

Table 8: Environmental Advocacy Practices of the Resort

Environmental Advocacy	Mean	Interpretation	Rank
1. The resort practices a cause environmental advocacy	2.2208	Sometimes Practiced	2
2. The resort have sign and signages about Environmental advocacy	3.0779	Practiced	1
3. The management of the resort practices the promotion of the environmental advocacy to the guest	1.9610	Sometimes Practiced	3
Overall	2.4199	Sometimes Practiced	
<i>Interpretation: 1.00 to 1.49 Needs Practiced, 1.5 to 2.49 Sometimes Practiced, 2.5 to 3.49 Practiced and 3.5 to 4.00 Often Practiced</i>			

The table 8 shows the result on the environmental advocacy of the resorts, the result shows that the highest mean can be found in the resort have sign and signages about Environmental advocacy with a mean of 3.0779 and interpreted as practiced while the lowest mean can be found in The management of the resort practices the promotion of the environmental advocacy to the guest with a mean of 1.9610 and interpreted as sometimes practiced. The overall mean of 2.4199 suggest that the resort sometimes practice environmental advocacy.

The probable reason as to why the resort have sign and signages about Environmental advocacy got the highest mean is it because the resort somehow promotes environmental advocacy such as save water and to properly dispose the garbage signs which can be observed in the respective resorts.

According to Hard (2019) environmental advocacy is very important in practicing sustainability on the resort and the hotels because this promotes that the hotel and resort are environmentally responsible towards their actions and signages are a way to prove that the resort practices environmental advocacy and responsibility towards sustainability. This also increase an awareness towards the guest to save resources such as water, electricity and waste management.

However, the lowest mean when it comes to environmental advocacy was the management of the resort practices the promotion of the environmental advocacy to the guest. The probable reason to this was the management does not promote or tell to the guest that they should save water and electricity and practice waste management because the management expects their guest to notice the signages and practice environmental responsibility.

According to Reid and colleagues (2017) environmental advocacy is very important towards the guest because it creates an awareness towards them and this will influence them to be more environmental responsible from their actions which in turn could increase the environmental responsibility from the guest.

Table 9: Employee Training practices of the resort

Employee Training	Mean	Interpretation	Rank
1. The resort practice employee engagement on environment initiative	2.4026	Sometimes Practiced	2
2. The employee practice sustainability in the resort	2.7662	Practiced	1
3. The management engage the employee in an environment program such as tree planting	2.0519	Sometimes Practiced	3
Overall	2.4069	Sometimes Practiced	
<i>Interpretation: 1.00 to 1.49 Needs Practiced, 1.5 to 2.49 Sometimes Practiced, 2.5 to 3.49 Practiced and 3.5 to 4.00 Often Practiced</i>			

The table 9 shows the result of the employee training the result shows that the highest mean can be found in the employee practice sustainability in the resort with a mean of 2.7662 an interpreted as practiced while the lowest mean can be found in The management engage the employee in an environment program such as tree planting with a mean of 2.0519 and interpreted as sometimes practiced the overall mean of 2.4069 suggest that the respondents sometimes practiced employee training.

The probable reason as to why the employee practice sustainability in the resort got the highest mean because the management of each respective resort probably tried their best to exhibit sustainability practices in which the management engage themselves on ways on how to apply sustainability on the resorts.

According to Luc (2018) the employee in practicing sustainability is an important factor when it comes to the hotel and resorts because the employee are the one that should exhibit the sustainability practice in which it is very important in order to show the image that the resort and hotel they work for practice some environmental responsibility therefore it is very important for the management of the resort that the employees practice sustainability in the work.

Meanwhile the lowest mean can be found in the management engage the employee in an environment program such as tree planting got the lowest mean the probable reason to these is the management does not practice such environmental program such as tree planting probably because of the added cost to the management.

According to Karl and colleagues (2019), it is very important for a management of a hotel and resort to engage the employees to such environmental programs such as tree planting because it creates an awareness to the employees that taking care of the environment is an important task in which it is also important because it shows that the management are committed in saving the planet from different environmental issues such as climate change. Therefore, employees of such companies should employ such program in order to show an image of a environmental responsible company.

Table 10: Significant difference between the age of the respondents and sustainable practices

Age	P-value	Interpretation	Decision
Energy Consumption	0.239	No Significant Difference	Accept
Water Consumption	0.830	No Significant Difference	Accept
Waste Management	0.516	No Significant Difference	Accept
Environmental Advocacy	0.089	No Significant Difference	Accept
Employee Training	0.243	No Significant Difference	Accept

The table 10 shows the result on the significant difference on the age of the respondents and their assessment of sustainable practices. The result shows that age is not a factor when it comes to the practices because all of the p-value was more than the significance level of 0.05.

The result reflects that there is no significant difference with the age of the respondents and the said sustainable practices of the resort a probable reason for the result was that age is not a factor when it comes to sustainability practices in the resort. Which means that the different age groups have the same assessment of energy consumption, water consumption, waste management, environmental advocacy and employee training.

According to Reid (2017) when it comes to practicing sustainability in hotel and resorts age is not a factor because the employees should exhibit sustainability practices regardless of their age in which it explains the result of the study why there is no significant difference between the age and the sustainability practices.

Table 11: Significant difference between the gender of the respondents and sustainable practices

Gender	P-value	Interpretation	Decision
Energy Consumption	0.141	No Significant Difference	Accept
Water Consumption	0.995	No Significant Difference	Accept
Waste Management	0.957	No Significant Difference	Accept
Environmental Advocacy	0.062	No Significant Difference	Accept
Employee Training	0.772	No Significant Difference	Accept

The table 11 shows the result on the significant difference on the gender of the respondents and their assessment of sustainable practices. The result shows that gender is not a factor when it comes to the practices because all of the p-value was more than the significance level of 0.05.

The result reflects that there is no significant difference with the gender of the respondents and the said sustainable practices of the resort a probable reason for the result was that gender is not a factor when it comes to sustainability practices in the resort. Which means that the different age groups have the same assessment of energy consumption, water consumption, waste management, environmental advocacy and employee training.

According to Shamser and colleagues (2018), when it comes to the relationship between the gender and the sustainability gender can be or cannot be a factor depending on the subject, since the subject of the research are the employees gender should not be a factor because employees in practicing sustainability should engage in environmental responsibility regardless of their respective gender which explains the result of the study.

Table 12: Significant difference between the educational attainment of the respondents and sustainable practices

Educational Attainment	P-value	Interpretation	Decision
Energy Consumption	0.609	No Significant Difference	Accept
Water Consumption	0.174	No Significant Difference	Accept
Waste Management	0.013	Significant	Reject
Environmental Advocacy	0.004	Significant	Reject
Employee Training	0.383	No Significant Difference	Accept

The table 12 shows the result on the significant difference between the educational attainment of the respondents and the sustainable practices the result shows that there is no significant difference with the energy consumption, water consumption and employee training since their p value was greater that the significance level of 0.05 however there is a significant difference with the waste management and the environmental advocacy since their level of significance was lower than 0.05 therefore the decision is to reject.

The result shows that waste management and environmental advocacy is a factor when it comes to the educational attainment. The respondents who were college graduate gave a higher assessment of waste management and environmental advocacy. The probable reason as to why this happens is because the higher the educational attainment the more awareness they have when it comes to sustainability.

According to Rinkish (2017) education is very important when it comes to environmental sustainability because the more educated a person is the more knowledge and awareness can be applied to sustainable practices such as the resort and the hotel therefore it is safe to say that respondents that has a more higher educational attainment had a more awareness of sustainability application.

Table 13: Significant difference between the years of service of the respondents and sustainable practices

Years of Service	P-value	Interpretation	Decision
Energy Consumption	0.328	No Significant Difference	Accept
Water Consumption	0.710	No Significant Difference	Accept
Waste Management	0.000	Significant	Reject
Environmental Advocacy	0.983	Significant	Reject
Employee Training	0.001	No Significant Difference	Accept

The table 13 shows the result on the significant difference between the years of service of the respondents and the sustainable practices the result shows that there is no significant difference with the energy consumption, water consumption and employee training since their p value was greater than the significance level of 0.05 however there is a significant difference with the waste management and the environmental advocacy since their level of significance was lower than 0.05 therefore the decision is to reject.

The result shows that waste management and environmental advocacy is a factor when it comes to the years of service. The respondents who were 2 years and more gave a higher assessment of waste management and environmental advocacy. The probable reason as to why this happens is because the higher the years of service in the resort the more awareness they have when it comes to sustainability.

According to Hard (2019). Employees should be the one that is responsible when it comes to environmental sustainability and a much higher experience years of service could indicate that the employee is more responsible when it comes to practicing sustainability in which it is shown in the result whereas the respondents that has the highest year of service could be more aware of the sustainability practices that is done in their respective resorts.

4. CONCLUSION AND RECOMMENDATION

The result of the study shows that most of the workers in resort were young adults age 18 to 29 with 46 (59.7%) respondents. While most of the gender of employees in the resort was female with 41 (53.2%) respondents and had an educational attainment of college graduate with 54 (70.1%) respondents. While most of the employees had a working experience in the resort for 1 to 2 years with 34 (44.2%) respondents.

The result of the sustainable practices shows that the resorts practiced energy conservation with an overall mean of 2.7117, for the water consumption the mean is 3.2831 and interpreted as practiced, the result on the waste management shows that the resorts practiced with an overall mean of 2.6857. While the result on the environmental advocacy is interpreted as sometimes practiced with a mean of 2.4199 and lastly the result on the employee training shows that it is also interpreted as sometimes practiced with a mean of 2.4069.

In relation with the result of the study there is no significant difference with the age and gender and all the sustainable practices factors such as the energy conservation, water consumption, waste management, environmental advocacy and employee training. While there is a significant difference between the educational attainment and the years of service and waste management and environmental advocacy.

Therefore, based on the findings the researchers have concluded that most of the resort workers age 18 to 29, female with an educational attainment of college graduate and had a year of service of 1 to 2 years. The resort practiced sustainability in energy consumption, water consumption and waste management and sometimes practiced environmental advocacy and employee training. There is a significant difference with the educational attainment and years of service and their relationship with waste management and environmental advocacy.

Based on the findings of the research, the researchers have recommended the following based on the lowest mean. First the resort should install a key card plug system to reduce the energy consumption. Second is for the resort to install a water filter system to reduce the water consumption. Third is to practice waste segregation for waste management. Fourth is the resort should train the employees about the environmental advocacy of the resort and lastly the resort should have a tree planting program for the employees to improve employee training.

OUTPUT

The output of the study was a sustainable plan to improve the sustainable practices of the selected resorts in Dasmariñas Cavite there are 5 objectives of the sustainable plan which will be based on each of the factor in applying sustainability in resort and hotels. The first objective of the study is to installed a key card plug system which is very important for the resort to reduce their energy consumption. Second is to install a water filter system to reduce the water consumption of the reduce.

Energy Consumption

- Install Key Card Plug System

Water Consumption

- Install water Filtration System

Waste Management

- Practice Waste Segregation

Environmental Advocacy

- Conduct Trainings to Employees on Sustainable Practices

Employee Training

- Conduct Tree Planting Program

Figure 2: Objectives of the Sustainable Plan

Third is to practice waste segregation which will improve the waste management of the resort fourth is to provide a training to the employees about the sustainable practices in order for the employees to have an awareness on environmental advocacy and lastly for employee training the resort should conduct a tree planting program.

The first objective was for the resort to provide a key card plug system in which this will be put up on the room accommodation. The purpose of the key card plug system is to cut energy source in case the guest is not present in the room accommodation and this will cut the energy consumption and will save the resort additional cost for energy consumption. This will be done by the resort management and can be done in a span of one week and could probably cost about 50,000 pesos.

Exhibit 1 Key Card Plug System (Photo Adapted from: <https://www.retrotouch.co.uk>)



The second objective of the study was for the resort to install a water filter system in which this will be important to reduce the water consumption due to inefficient water system the resort will also save money with the reduction of water consumption due to an efficient water filter system which could prevent water consumption issues in the resort this can be done in a span of about 1 week and could probably cost about 70,000 pesos.

Exhibit 2 Water Filtration System (Photo Adapted from: Alibaba.com)



The third objective of the sustainable plan was to introduce waste segregation on the resort this will improve the waste management of the resort by providing garbage bins with a separate bin for biodegradable, recyclable and non-biodegradable. This will be done by the management of the resort and could probably cost about 10,000 pesos and can be implemented in a span of one week.

Exhibit 3 Waste Segregation Garbage Bins (Photo Adapted from: se.cowwww.trashcanswarehouse)



The fourth objective of the study is to provide training to the employees about sustainable practices in which is very important so that they will have an increase awareness about the environmental advocacy and applying sustainable practices on the resort. This can be done in a span of one day and could probably cost 5000 pesos.

While the last objective of the sustainable plan was to include a tree planting program for the employees of the resort. This will improve the employee training on sustainable practices and will increase their environmental responsibility and it is a good training activity for the employees to have a bonding while helping the environment. This can be done in a span of one day and could probably cost about 20,00 pesos.

Exhibit 4 Tree Planting (Photo Adapted from: www.kanepa.co.jp)



Table 14: Roadmap of Activities

Activity	Objective	Time Frame	Implementing Body	Result	Projected Cost
Install Key Card Plug System	To reduce energy consumption	1 week	Resort Management	Reduce Energy Consumption Cost	50,000 pesos
Install water Filtration System	To reduce water consumption	1 week	Resort Management	Efficient Water Consumption	70,000 pesos
Practice Waste Segregation	To have a proper waste management	1 week	Resort Management	Proper Waste Management	10,000 pesos
Conduct Trainings to Employees on Sustainable Practices	To raise awareness on sustainable practices in resorts	1 day	Resort Management	Increase Awareness on sustainable practices on resorts	5,000 pesos
Conduct Tree Planting Program	To engage employee in environmental responsibility	1 day	Resort Management	Engage the employees on environmental responsibility	20,000 Pesos

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