



# UNIVERSITY OF SAN CARLOS

## Office of the Registrar

Nasipit, Talamban, 6000 Cebu City, Philippines

Tel. No. (63 32) 230-0100 local 115, 112, 138

Email Address: registrar@usc.edu.ph

ACCREDITED Charter Member Philippine  
Accrediting Association of  
Schools, Colleges and  
Universities (PAASCU)

CERTIFIED ISO 9001:2015

SCHOOL CODE: 7078

## OFFICIAL TRANSCRIPT OF RECORDS

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### PERSONAL DATA

Student Name : **COBICO, MARY ANN GUMBA**  
ID Number : **16200211**  
Birthdate : **MAY 21, 1980**  
Birthplace : **BAYBAY, LEYTE**  
Gender : **FEMALE**  
Religion : **ROMAN CATHOLIC**  
Citizenship : **FILIPINO**  
Parent/Spouse : **EDGARDO L. COBICO**  
Address : **TIPAY, STA. CRUZ, BAYBAY 6521, LEYTE,**  
**REGION 8 - EASTERN VISAYAS, PHILIPPINES**  
Contact Number : **09665443370**



### PRELIMINARY EDUCATION

Elementary : **STA. CRUZ ELEMENTARY SCHOOL** Year : **1993**  
Secondary : **VISCA LABORATORY HIGH SCHOOL** Year : **1997**

### GRADING SYSTEM

GRADE	EQUIVALENT	INDICATION
1.0	A+	100-95% Excellent
1.1-1.5	A- A	94-90% Very Good
1.6-2.5	A- B	89-80% Good
2.6-3.0	C+ C	79-75% Fair
5.0	C	74% Failure
INC	"Incomplete"	
NC	"No Credit"	
W	"Withdrawal with official notice"	
IP	In Progress	
P	Passed	

One collegiate/graduate unit of credit is one hour lecture or recitation each week or total of 18 hours in a semester. Three hours laboratory work, drafting, or a shop work each week or a total of 54 hours a semester as regarded as equivalent also to one unit of credit.

The semestral average grade of a student is computed by multiplying the number of units assigned to a course by the grade earned and the product divided by the total units earned for the semester.

Not valid without USC

Seal



JAMES ANTHONY T. TOLEDO  
University Registrar





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ENTRANCE ADMISSION : GRADUATED WITH THE DEGREE OF BACHELOR OF ARTS IN  
PSYCHOLOGY, CUM LAUDE ON MARCH 27, 2002 AT THE  
PHILIPPINE NORMAL UNIVERSITY, SPECIAL ORDER  
EXEMPTED.

Student Name : COBICO, MARY ANN GUMBA

### SECOND SEMESTER 2016-2017 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 621B	ORGANIZATIONAL PSYCHOLOGY	1.4	3.0
PSYC 622	ADVANCED THEORIES OF PERSONALITY	1.5	3.0
PSYC 634	ADVANCED PSYCHOLOGICAL ASSESSMENT (IND / INTELLIGENCE TESTS)	1.3	3.0
PSYC 699	LABOR LAWS	1.2	3.0

### FIRST SEMESTER 2017-2018 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 620A	ADVANCED INDUSTRIAL PSYCHOLOGY	1.8	3.0
PSYC 623	POSITIVE PSYCHOLOGY	1.3	3.0
PSYC 625	GROUP DYNAMICS	1.4	3.0
PSYC 662	COMMUNITY PSYCHOLOGY	1.1	3.0

### SECOND SEMESTER 2017-2018 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 622C	HUMAN RESOURCE DEVELOPMENT	1.7	3.0
PSYC 623D	ORGANIZATIONAL DEVELOPMENT	1.3	3.0
PSYC 624E	PSYCHOLOGICAL ASSESSMENT IN IO	2.0	3.0
PSYC 626	SPECIAL TOPICS IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY	1.4	3.0

### TRANSITION SEMESTER 2018 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 620	FOUNDATIONS OF PSYCHOLOGICAL RESEARCH	1.7	3.0
PSYC 621	ADVANCED STATISTICAL METHODS IN PSYCHOLOGY	1.6	3.0

### FIRST SEMESTER 2018-2019 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
CAS RES	RESIDENCY IN CAS	P	
PSYC 624	ABNORMAL PSYCHOLOGY	1.2	3.0
PSYC 630	INTRODUCTION TO COUNSELING AND PSYCHOTHERAPY	1.3	3.0

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Student Name : COBICO, MARY ANN GUMBA

SECOND SEMESTER 2018-2019 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
THES RES	THESIS COUNSELLING	IP	

FIRST SEMESTER 2019-2020 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
THES RES	THESIS COUNSELLING	IP	

SECOND SEMESTER 2019-2020 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
PSYC 670	INTERNSHIP	1.2	3.0
THES RES	THESIS COUNSELLING	IP	

FIRST SEMESTER 2020-2021 - MA PSYC - IND/ORG

Code	Title	Grade	Credit/s
THES RES	THESIS COUNSELLING	P	3.0

Graduated : MASTER OF ARTS IN PSYCHOLOGY WITH CONCENTRATION IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

Date of Graduation : December 19, 2020

Thesis/Dissertation : "EMPLOYEE ENGAGEMENT AND JOB SATISFACTION: ITS EFFECT TO WORK PERFORMANCE AMONG STANDARD AND NONSTANDARD EMPLOYEES IN CHOSEN STATE UNIVERSITIES"

Special Order (S.O) Requirement : EXEMPTED. The University of San Carlos has been granted autonomous status by the Commission on Higher Education with the benefit of exemption from the issuance of Special Order (S.O.) for its graduates.

Program Accreditation : ACCREDITED by the Federation of Accrediting Agencies of the Philippines (FAAP) as evaluated by the Philippine Accrediting Association of Schools, Colleges and Universities (PAASCU).

Date Issued : April 05, 2022

Purpose : FOR EVALUATION

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JAMES ANTHONY T. TOLEDO

University Registrar

