



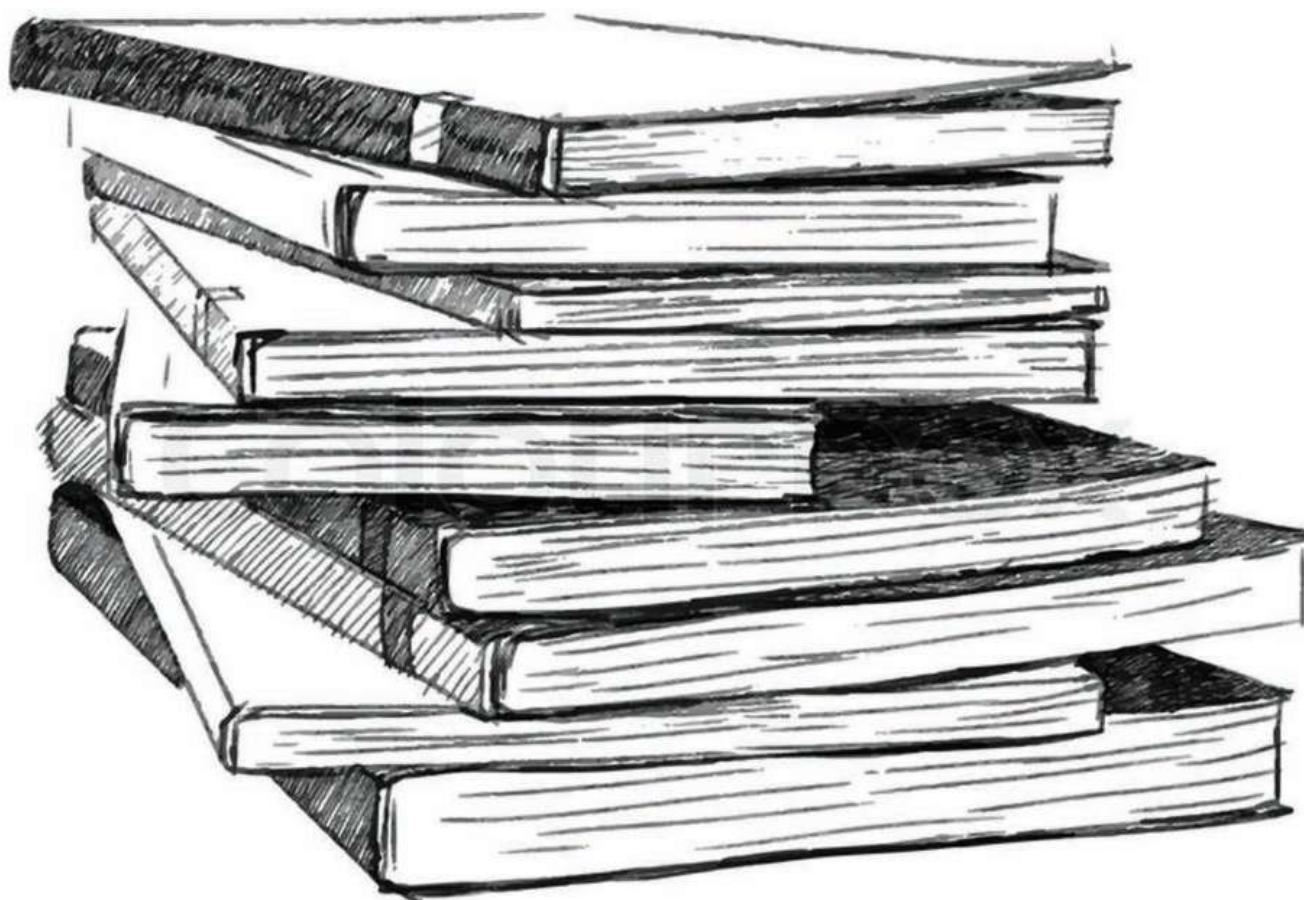
International Journal of English Literature and Social Sciences

(IJELS)

An open access Peer-Reviewed International Journal

CrossRef DOI: 10.22161/ijels

Issue DOI: 10.22161/ijels.76



INFOGAIN PUBLICATION

Vol.- 7 | Issue - 6 | Nov-Dec 2022

infogain.ijels@gmail.com | editor@ijels.com | <https://www.ijels.com/>

International Journal of English Literature and Social Sciences (IJELS)

(ISSN: 2456-7620)

DOI: 10.22161/ijels

Vol-7, Issue-6

November-December, 2022

Editor in Chief

Dr. Manoj Kumar

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Publisher

Infogain Publications

Email: infogain.editor@gmail.com ; editor@ijels.com

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 DOI: [10.22161/ijels.76.65](https://doi.org/10.22161/ijels.76.65)

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A Theoretical and Empirical Studies on the High-quality Development of China's Economy

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Received: 26 Nov 2022; Received in revised form: 20 Dec 2022; Accepted: 25 Dec 2022; Available online: 31 Dec 2022

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Abstract— Following the establishment of New China, China's economy quickly recovered from the post-war period, particularly after reform and opening up. China's economy has ushered in a 40-year period of rapid growth, with the report of the 19th National Congress in 2017 stating that "China's economy has shifted from a stage of rapid growth to a stage of high-quality development." The article first reviews and summarizes previous studies on high-quality economic development by domestic and foreign scholars to provide a reference for this study; second, it conducts a theoretical study on the definition of high-quality economic development through two perspectives of political science to clarify the economic definition and measurement method of high-quality economic development and to test the objective facts of high-quality economic development. Third, a comprehensive evaluation system for high-quality economic development was constructed through 16 indicators in four parts: economic structure, social security, environmental protection, and institutional construction. Fourth, scientific experiments were carried out using the double difference method to verify that "China's economy has shifted from the stage of high-speed growth to the stage of high-quality development," reflecting the obvious development transformation.

Keywords— High-quality Economic Development

I. INTRODUCTION

A 40-year period of tremendous expansion, with China's GDP climbing to second place in the world, began after the creation of New China when the country's economy quickly recovered and developed from the post-war period. China's GDP surpassed US\$17 trillion in 2021, placing it second in the world behind the US, and its per capita GDP of US\$12,600 surpassed the average for the first time. However, GDP alone does not reflect resource use efficiency, environmental costs, income distribution, and so on. Behind the rapid economic expansion are numerous inescapable social and economic

difficulties, such as excessive resource use, environmental pollution, a widening gap between the rich and the poor, and so on. In light of the outstanding contradictions and problems accumulated in the past, the Central Economic Work Conference held in December 2013 concluded that economic development is in one of "three overlapping phases," namely the period of shifting gears in growth rate, the period of painful structural adjustment, and the period of digesting previous stimulus policies. According to the report of the 2017 Nineteenth National Congress, "In the new stage, China's economic development should not only focus on quantitative growth, but also on the quality of

China's economic development, and the 20th National Congress in 2022 will emphasize that the quality development requirements should be reflected in all aspects of work."

To clarify the economic definition and measurement methods of high-quality economic development, as well as to test the objective facts of high-quality economic development in China, the article reviews the theories and research on high-quality economic development at home and abroad in Chapter 2, after which the definitions of high-quality economic development in political economy and Western economics are studied in Chapter 3, and the measurement methods are discussed in Chapter 4. In Chapter 4, we delve deeper into the measurement methods and objective facts of high-quality economic development in China, attempting to obtain reasonable and reliable measurement methods and testing the objective facts of high-quality economic development.

II. Literature Review

1. Domestic Research

Research on China's economic development stage has been a research hotspot in the domestic economy, especially since the 19th Party Congress in 2017 outlined the basic characteristics of China's economy that has transitioned from a high-growth stage to a high-quality development stage. Some academics have summarized the stages of China's economic development using theories from development economics and labor economics. Hong Yinxing (2011) proposed that China's economy requires economic development theory innovation to promote economic transformation and development after entering a new stage of development; Wang Xiaoguang (2014) summarized and analyzed the transformation of China's economic development model after reform and opening up, believing that China's economy has exhibited distinct characteristics such as economic take-off, industrial development, increased demand, and urban development; According to Wang Yongchang and Yin Jiangyan (2019), China's high-quality economic development has the tendency to medium-high speed, quality development, technology, financialization, inclusiveness, greening, and globalization; Liu Wei (2021) believes that the first 100-year goal of Chinese society, i.e., building a

moderately prosperous society, will be achieved in general, and the future will be built around the modernized industrial system; During the 14th Five-Year Plan period, China's economy, according to Fan Gang (2021), should accelerate the establishment of a "dual-circulation" strategic pattern, continue reform and opening up, expand domestic demand, and use China's massive market to open up domestic and international circulation. Cai Fang (2022) contends that China's economy has a distinct dualistic economic development process, i.e., from the massive accumulation of surplus agricultural labor to the transfer of surplus labor to non-agricultural industries and cities at relatively low wage costs, and the general labor shortage in coastal areas this year, among other development facts and characteristics; Wang Lin (2018) constructed a ternary economic long-wave analysis framework based on technological forces, institutional forces, and the coupling forces between them, and the analysis found that China's economy has experienced two long-cycle fluctuations, one is the planned economy long-cycle from 1949-1978, and the other is the transition economy long-cycle from 1978 to the present. According to Li Yang and Zhang (2015), based on a long-cycle perspective, the Chinese economy is confronted with new contradictions such as overcapacity and rising debt risk under the new normal of structural slowdown, and the national economy has begun to shift away from the traditional growth mode of investment-driven and export-driven and is gradually shifting to a more sustainable economy with a greater emphasis on quality, efficiency, and innovation. The national economy is gradually transitioning away from the traditional investment-driven and export-driven growth approaches and toward a sustainable development path that emphasizes quality, efficiency, and innovation. Some academics have also attempted to empirically analyze China's economic stage by combining statistical and econometric methods. According to Huang Qunhui and Liu Xueliang (2021), based on the concept of the "middle-income trap" and the World Bank's criteria for high- and low-income economies, China's economic development will cross the "middle-income trap" and reach the level of medium-developed countries during the 14th Five-Year Plan period. Gao Dongdong (2017) concluded that industry diversity and specialization are

favorable to the degree of economic development of cities utilizing data on employment and other sectors from 285 prefecture-level and above cities in China from 2004 to 2014 using a static panel data model. Chen, Shiyi, and Chen, Dengke (2018) used PM2.5 concentration in 286 prefecture-level and above cities in China from 2004 to 2013 as the object of relying on production, and after adopting labor productivity to measure the quality of economic development found that improving the quality of economic development is a prerequisite for the transformation of economic development mode, and the government can improve the level of economic development in the region through environmental management. Wang Xuerui and Yang Jingfei (2019) used 84 cross-sectional data from 14 countries to establish a linear discriminant function to determine China's development level, and discovered that China is already in the transition period from a developing country to a medium developed country, and the economic development level of some coastal provinces is close to that of a developed country; Wei Min and Li Shuhao (2018) used entropy power to determine China's development level, and discovered that China is already in the transition period from developing country. Wei Min and Li Shuhao empirically measured the level of economic quality development using the entropy power TOPSIS method and discovered that the level of each subsystem has different distribution characteristics in different provinces, and the overall level has a distribution pattern of "high in the east, flat in the middle, and low in the west." Ren Baoxian (2020) measured the level of high-quality economic development of China's provincial economies using the entropy weight method and the TOPSIS evaluation model, and the results showed that there is still room for improvement in China's level of high-quality economic development, and the quality level of provincial economies differs significantly from the scale level, and the level of high-quality economic development in the east is higher than that in the west. Tang, Juan, and Qin Fangming, (2022) use the SBM model with non-expected output and the Malmquist productivity index model to calculate the economic efficiency values of 30 Chinese provinces from 2000 to 2019 and discover a decreasing distribution pattern of east, middle, and west

for each region.

2. Foreign research

Foreign scholars have also paid close attention to the various stages of China's economic development, particularly the rapid growth of China's economy following the reform and opening up, which has received widespread attention. Palley (2006), the chief economist of the China-US Economic and Security Review Commission, for example, contends that China's rapid economic development is due to a reduction in the size of the centrally planned economy and an increase in the size of the private sector in the economy, as well as a focus on exports and infrastructure while embarking on an exports and investment in infrastructure development. Lardy (2006), a senior fellow at the Institute for International Economics, examines the sources of China's economic growth over the last 30 years in terms of investment, consumption, and net exports of goods and services, arguing that expansionary investment and net exports of goods and services have become increasingly important, while consumption has played a minor role in driving the economy; Garnaut (2005) contends that reform and opening up have enabled China's economic growth. When researching China's development model, some academics have compared China's economic development model horizontally with other countries with similar historical, political, or cultural backgrounds, such as Russia. Following a comparative analysis of China and Russia's economic transformation models, Kotz (2006) concluded that Russia implemented a neoliberal policy of "shock therapy" aimed at stabilizing the economy. The rapid withdrawal of the state from economic life resulted in a series of economic disruptions and recessions, including speculation in land and securities, concealment of corporate income, various forms of fraud, misappropriation of public funds, and a slew of organizations collecting protection money, whereas China did not adopt Russia's neoliberal policies, but instead pursued a state-directed transformation strategy. China's economy has been able to maintain high economic growth while achieving a smooth transition from planned to market economy growth through incremental reforms, a gradual liberalization of price controls and SOE reforms, retention of state directives in decision-making for large

SOEs and increased government spending on SOEs and infrastructure, continuous state control over the banking system, and state control over cross-border trade and capital flows. Jacob (2021) found that there is a significant difference between China and India in terms of the pull effect of FDI on the domestic economy, FDI has a significant effect on the growth of the Chinese economy, while there is little or no significant effect on the development of FDI on the Indian economy, compared to India, the average foreign FDI as a percentage of GDP is very high. Lee (2020) examines the relationship between economic growth and government spending in China and South Korea using quantile regression models and concludes that both countries promote economic growth through trade openness, but due to differences in the political systems of China and South Korea, the Chinese government has exerted significant influence in the market through state-owned enterprises, and thus China's economic development is more dependent on state-owned enterprises. In contrast, after the 1997 financial crisis, the Korean government intervened less in the market. At the same time, foreign scholars have paid attention to the problems of China's economic development model. For example, Keng (2006), in his study of China's economic development, highlighted the problem of uneven regional development of China's economy, stating that narrowing the development gap between regions should take into account the size of the population, and the policy level should first consider raising the income level of the central populous provinces. Taketoshi (2020), The twentieth century China has experienced a significant demographic change since the 1970s, with an increase in the working-age population and a drop in the share of the dependent population. This demographic transformation has created favorable conditions for economic growth, culminating in the "demographic dividend." The demographic dividend's "capital effect" is no longer a significant driver of China's economic growth. In 2017, the 19th National Congress proposed that China's economy has entered a stage of high-quality development, and foreign scholars have conducted extensive and in-depth research on the 19th Congress in response to its discussions related to the transformation of China's economy into a high-quality economy, for example,

Morrison (2019) points out that while China's economy has historically achieved high growth rates, this has also resulted in many environmental consequences. Zahoor (2022) uses structural break unit root tests, fully corrected least squares, dynamic least squares, and resilient least squares multiple regressions to analyze the influence of China's clean energy investments on China's economic growth over the long term. The findings indicate that, in the context of the Chinese government's pursuit of high-quality economic development, increased investment in clean energy in recent years has reduced CO2 emissions and environmental pollution while improving economic development sustainability, albeit at the expense of some economic efficiency. Some foreign scholars, such as Gu Qingyang, an associate professor at the Lee Kuan Yew School of Public Policy at the National University of Singapore, stated in an interview with Xinhua News Agency that China is constructing a new development pattern with a large domestic cycle as the mainstay and dual domestic and international cycles promoting each other, which is an inherent requirement. According to Jeff Stegall (2022), a professor at Weber State University, in an interview with People's Daily, enterprises must be more imaginative in the creation and application of technology to adapt to the new stage of China's economy and achieve high-quality development.

III. DEFINITION OF HIGH-QUALITY ECONOMIC DEVELOPMENT

1. Political Economy Research

In the past, economic development was typically measured in terms of economic growth, or the absolute value of total economic growth. With the scientific assertion in the report of the 19th National Congress that "China's economy has shifted from the stage of high-speed growth to the stage of high-quality development," the connection and difference between high-quality economic development and total economic growth have received increasing attention from academic circles, particularly research on high-quality economic development in political economy and socialist market economic theory.

Marx and Engels' theoretical research on economic development focused on the sources of economic growth, the endogenous dynamics of economic development, and

the purpose of economic development from a variety of perspectives, including productivity theory, social reproduction theory, and labor value theory. According to Marx's productivity theory, "only the capitalist mode of production has made natural science serve the direct production process for the first time..... The mission of science is to become the wealth of production and the means of enrichment." (Collected Works of Marx and Engels, 2001)。

He also stated in the Communist Manifesto that "the bourgeoisie cannot continue unless there is a perpetual revolution in the means of production, and thus in the production relations, and thus in all social relations." The advancement of science, as well as the improvement of knowledge and abilities, contributed to the advancement of productive forces, and the substitution of human output by machine production resulted in an increase in labor productivity. Marx classified social reproduction as "extensional expansion" in the form of production site expansion and "internal expansion" in the form of enhanced production efficiency. When scientific and technological advancement is translated into increased production efficiency and production site growth, this "extensional expansion" is transformed into "internal expansion" of reproduction, and thus This "external expansion" of reproduction is translated into "internal expansion," which contributes to the total economic development of society. Engels stated that "there is a common association of all members of society to make the best possible use of the productive forces in a common and planned way; to develop products to a scale that will satisfy the needs of all members; to eliminate the satisfaction of some members' needs at the expense of others; to completely eliminate classes and class antagonisms; to bring about the full development of society." After summarizing Marx's theories on economic development, it is clear that Engels believed that the ultimate goal of economic development is not only economic growth, but also the harmonious development of humans and society, as well as the realization of all-around human development and social justice. Although Marx and Engels did not directly express and study "quality of development," they took connotative growth as the fundamental path of economic development and the

comprehensive development of humans and society as the fundamental purpose of economic development, which provided theoretical guidance for China to take the path of high-quality economic development (Qi Chuanjun and Zheng Bingwen, 2012). In this aspect, socialist economics with Chinese characteristics inherited and carried forward Marx and Engels' study results on economic development, and addressed the quality of economic development in detail. In the early years of the country's establishment, the government's economic transformation was primarily focused on the transformation of production relations, such as the abolition of the bourgeoisie and the liberation of the working class, i.e., the transition from a new democratic society with five economic components coexisting to a socialist society with a single public ownership system. 1953 The general line of the Party for the transitional period was defined by Mao Zedong as follows: "From the founding of the People's Republic of China until the socialist transformation is completed." This is a transitional era from the establishment of the People's Republic of China to the basic completion of the socialist transformation. During the transitional period, the Communist Party's general line and the general task is to gradually realize the socialist industrialization of the country and the socialist transformation of agriculture, handicrafts, and capitalist industry and commerce by the state over a relatively long period of time. (Selected Works of Mao Zedong, 1991) Following reform and opening up, the country shifted its development focus to economic construction, as Deng Xiaoping noted in his speech during his southern tour in 1992 "The first productive force is science and technology. A breakthrough in high technology will result in the development of a number of industries " (Selected Writings of Deng Xiaoping, 1993) . Deng Xiaoping emphasized "good management and quality, economic and social benefits" (Selected Writings of Deng Xiaoping, 1993) in his emphasis on the liberation and development of social productive forces. While ensuring economic development, he also ensured that the speed, efficiency, and quality of economic development were not disconnected. Jiang Zemin proposed at the Fifth Plenary Session of the 14th CPC Central Committee to complete the transformation of the traditional economic system into a modern economic system, to change the mode of

economic growth from sloppy growth to intensive growth, and to shift from quantitative growth to the promotion of scientific and technological development and the improvement of labor quality. After entering the twenty-first century, Hu Jintao proposed the scientific concept of development, which is to "adhere to the people-oriented, establish a comprehensive, coordinated, and sustainable development concept, and promote the overall development of the economy, society, and people." In the context of the Chinese economy entering a "new normal," Xi Jinping stated in the 19th National Congress report in 2019 that "China's economy has shifted from a stage of high-speed growth to a stage of high-quality development." The focus of economic construction has shifted from massive expansionary high-speed growth to quality economic development, continuous improvement of economic structure and innovative development, closing the wealth gap, and achieving sustainable social development and common prosperity. The 19th National Congress' declaration that China's economy has entered high-quality development does not imply that the government has given up on the speed of economic growth, let alone neglected the quality of economic development, which includes both the absolute growth rate of the economy and the high-quality development of the economy and is a higher level requirement for China's economy.

In summarizing the relationship between economic development and economic growth, Wang Junqi (2021) defines economic development as the overall evolution and institutional improvement of a country's or region's economy that occurs in tandem with economic growth, and it consists of the three aspects listed below: First, economic quantity growth, in which a country's or region's products and services produce more output by increasing inputs and improving efficiency, is the material foundation of economic development. The second is the optimization of economic structure, which is the coordination and optimization of various structures such as input structure, product structure, distribution structure, consumption structure, and population structure of a country or region, which is an unavoidable part of economic development; the third is the improvement of economic quality, which is the level of economic efficiency, social and personal

welfare, and the actual quality of life of a country or region. and the level of development, as well as the level of political, cultural, and human modernization, which is the ultimate indicator of economic development. The following are the main differences between economic development and economic growth, according to Wang Junqi (2021) in *Theory and Practice of Socialist Market Economy*: First, the connotation and objectives are different; economic growth is the increase in total or per capita production capacity measured by GDP, whereas economic development is the coordinated development of economic structure, social structure, and national quality of life, among other things, caused by accompanying economic growth; second, the mechanism of Economic development includes not only these aspects, but also changes in product composition and the association Economic development indicators are becoming broader and more complex, including economic structure, social structure, and people's quality of life. In addition to the distinction made above, economic development and economic growth are inextricably linked, primarily in the following ways: on the one hand, economic growth is the foundation and premise of economic development; without the quantitative change of economic growth as the foundation, the qualitative change result of economic development is impossible; also, not all economic growth can bring economic development, and the economies of many developing countries have only grown. Economic growth and economic development, on the other hand, are inextricably linked, mutually influencing and promoting one another. Economic development is the goal of economic growth, and economic growth is the means to that end. The unilateral pursuit of economic growth speed while ignoring quality improvement will result in an imbalance of economic structure and social unrest.

2. Western Economics Research

In addition to research on the quality of economic development conducted by political economy, Western economics has conducted extensive research on economic development. The main research findings are represented by Adam Smith and David Ricardo's classical economic growth theory, Robert Solow's neoclassical economic growth model, Paul Romer, and Robert Lucas' endogenous growth theory, and development economics' modern

economics related theory. Classical economic growth theory, neoclassical economic growth model, and endogenous growth theory are all concerned with the quantitative accumulation of national wealth and economic wealth, whereas development economics is more concerned with the long-term development of the economy and society.

Economic growth is primarily regarded in Adam Smith's work "The Wealth of Nations" as the increase of social and national wealth, and the accumulation of capital can promote the specialization of production and the fine division of labor, thereby promoting the increase of social productivity and finally completing the accumulation of capital and wealth. David Ricardo proposed the labor value theory, free trade theory, and distribution theory for economic development based on Adam Smith's research. He emphasized the importance of trade, believing that each country should produce its own low-cost products and freely circulate between countries through free trade in order to promote the accumulation of total social wealth with comparative advantages. The neoclassical economic growth model, also known as the Solow model, is a model of economic growth based on the Cobb-Douglas production function proposed by American economist Robert Solow. The model assumes that all savings are converted into investment and that the marginal benefit of investment is diminishing, and it concludes that, if other exogenous variables remain constant, the growth of output per capita comes from the technological accumulation of capital per capita and technological progress, but only technology can lead to permanent growth of output per capita. The endogenous growth theory differs from the neoclassical economic growth model in that it views technological progress as purely endogenous. Its central idea is that economic growth can achieve long-term growth without relying on exogenous forces and that endogenous technological progress is the determinant of long-term economic growth. After the 1990s, economists focused on endogenous growth theory, as represented by Aghion and Howitt's Schumpeterian approach and Yang Xiaokai's concept of division of labor-driven economic growth. However, all of the above western economic theories focus on the quantitative aspects of economic growth and attribute economic growth to three factors,

namely, the accumulation of productive resources, the efficiency of resource use, and technological progress, with little research on the quality of economic development.

As the twenty-first century began, development economics became more prominent, along with the issues of global warming and the growing disparity between rich and poor caused by increased carbon dioxide emissions from industrial development. Economic development is defined in development economics as high-quality development that includes both quality and quantity, and measuring economic growth by simple GDP is no longer adequate; economic structure, income distribution, resource rationalization, and other social issues should all be considered when measuring economic growth. Kexin Zhao (2021), for example, used the entropy power method to assess the quality of economic development of the top ten countries in terms of GDP, and adopted six dimensions of innovation, coordination, greenness, openness, sharing, and stability to assess the quality of a country's economic development; in 2003, the World Bank raised the issue of uneven income distribution in China's development, resulting in a widening gap between the rich and the poor in the book *C*. It was suggested that the Chinese government improve income distribution and shift from a distribution model in which a few people get rich first to a growth model in which all people share; Li Junlin (2007) discovered that the national economic loss caused by pollution was increasing through a study on the sustainability of China's economic development and that there was an urgent need to change China's economic development mode.

To summarize, both political economy socialist market economy theory and western economic development economics theory jointly clarify the definition of high-quality economic development, that is, high-quality economic development includes not only absolute growth of economic quantity but also the quality of economic development, providing the theoretical basis for the latter to take high-quality economic development as the research object. In recent years, the Chinese Academy of Social Sciences' Institute of Sociology has proposed a set of social indicators system, which consists of 16 indicators divided into four categories: economic structure,

social security, environmental protection, and institutional construction, and is distinguished by its emphasis on the combination of economic development and people's living standards, speed and efficiency, total economic volume growth, and economic structure optimization. It is scientific and practical, more in line with China's national circumstances, and will be used later to build the index system for high-quality economic development.

IV. AN EMPIRICAL TEST OF HIGH-QUALITY ECONOMIC DEVELOPMENT

To better study the changing characteristics of China's economy in the new period, this paper primarily chooses economic development data from the two stages before and after the 19th National Congress, i.e., five years before and after 2017, as the scope of measurement, and, by the study on the definition of high-quality economic development in Chapter 3, this chapter will refer to the social indicator system proposed by the Institute of Sociology of the Chinese Academy of Social Sciences. This chapter will assess China's economic development in four areas: economic structure, social security, environmental protection, and institutional construction, using a total of 16 indicators to determine whether the Chinese economy has reached the stage of high-quality development. It is distinguished by the combination of economic development and people's living standards, speed and efficiency, growth of economic volume and optimization of economic structure, and scientific and practical economic and social development that is more in line with China's national conditions.

1. Selection of indicators

First and foremost, as discussed in Chapter 3, the relationship between the quality of economic development and the speed of economic development, the high-quality economic development and the growth of economic aggregate are interdependent, mutually influencing and promoting each other, economic growth is a means of high-quality economic development, and high-quality economic development is a means of high-quality economic development. GDP per capita, i.e., the ratio of realized gross product to resident population range, not only reflects the absolute value of economic growth but also measures realized GDP per capita, which objectively

reflects the level of regional productivity and average affluence of the people; thus, GDP per capita is used here as one of the important indicators to measure the economic structure. According to the Lewis turning point in development economics study, it is a general rule that as the economy develops, the labor force shifts from primary to secondary and tertiary industries. When New China was founded, China was still a traditional agricultural country, with the majority of its people employed in agriculture or agriculture-related work, and the primary sector held a monopoly in the national economy. For the transitional period, the Party Central Committee proposed "industrialization as the main body and the three major reforms as the two wings" in 1953, and began the construction of socialist industrialization and the socialist transformation of agriculture, handicrafts, and capitalist industry and commerce. By the end of 1956, the "Three Great Transformations" had largely been completed, and the economic form had shifted from primary industry, primarily agriculture, to secondary industry, primarily industry. Following reform and opening up, with increased opening up to the outside world and liberalization of the private economy, the tertiary industry has grown rapidly, and as of 2021, the proportion of the tertiary industry in the national economy has reached 53.3%, far exceeding the 7.3% of the primary industry and 39.4% of the secondary industry, occupying a significant position in the national economy. It can be stated that the economic development of new China is the process of the national economy shifting from a single low-value-added primary industry to the balanced development of various industries, primarily in secondary and tertiary industries with high value-added; thus, the proportion of employment in non-agricultural industries is chosen as another important indicator to measure the economic structure; Engel's coefficient is an important indicator to reflect the affluence. The lower the Engel coefficient, the higher the region's affluence and standard of living. As a socialist country, China has been pursuing the goal of constantly raising and improving residents' living standards; thus, the Engel coefficient is used as the third indicator here. The urban-rural income ratio is an important indicator that reflects the development gap between urban and rural areas. The central government has frequently mentioned

coordinating urban-rural development and closing the urban-rural income gap, reflecting a comprehensive, coordinated, and balanced view of economic development; thus, the urban-rural income ratio is used here as the final important indicator to measure the economic structure.

Second, progress in social security is an important aspect of economic development, and the reasonableness of income distribution is an important indicator of high-quality economic development and a direct manifestation of residents sharing economic development dividends. Among them, the Gini coefficient is an indicator that measures the degree of disparity in income distribution, and its value ranges between 0 and 1. A value of 0 represents the absolute average income distribution, while a value of 1 represents the absolute uneven income distribution. Marx stated that the future society after the socialist revolution's triumph "will be one in which production is aimed at the prosperity of all." The goals proposed in the report of the 19th National Congress for 2035 and 2050 both clearly reflect the requirements of improving people's lives, closing the gap, and achieving common prosperity. At the Central Economic Work Conference in 2021, Xi Jinping stated that "common prosperity is an essential requirement of socialism and an important feature of Chinese-style modernization, and that we should adhere to the people-centered development ideology and promote common prosperity in high-quality development." As a result, the Gini coefficient is used as an important indicator of social security progress in this context. The percentage of residents who have purchased social basic insurance when compared to all residents is referred to as social basic insurance coverage. The availability of social basic insurance is used as the second indicator to track the development of social security because it serves as a social stability mechanism, a way to meet everyone's basic needs for survival, and a powerful tool for coordinated, sustainable development. The average number of years of schooling is a comprehensive reflection of the education of a country or region's population and the quality of the population, and is an important way for the population to adapt to modern mass production, so the average number of years of schooling is used here as the third indicator. Life expectancy at birth indicates the average number of years a person can live after birth,

which can reflect not only the state of social and economic progress and the development of medical level, but also the nutritional status of people and the improvement of quality of life from one side, so life expectancy at birth is used here as the fourth indicator. The share of added value of culture, education, sports and health refers to the share of new value created by culture, education, sports and health in the total new value per unit of production process, which reflects the development of a country or region in the field of security of life of the population, therefore, the share of added value of culture, education, sports and health is used as the fifth indicator. The "violent crime rate" is typically chosen internationally as an inverse indicator to reflect the security environment of residents' lives. The crime rate refers to the ratio of criminals to the population and is an important indicator to measure the degree of social security and the security environment of a country or region. The violent crime rate will be replaced by the criminal crime rate with a clear definition and statistical caliber as the sixth indicator due to the different perceptions of violent crime in various parts of our nation and the different statistical caliber. Since China lacks comparable statistics, we use disposable income per capita as the final indicator in the social security component as a stand-in for the important indicator of poverty and equity which is the percentage of the population with an average daily consumption expenditure of less than \$1 (PPP).

The protection of the environment is one of the most crucial aspects of economic development that cannot be overlooked, to reiterate. The 18th National People's Congress report set ecological civilization as a separate chapter when establishing the overall structure of the "Five in One," reflecting the government's determination to promote high-quality economic and social development with a high level of ecological protection. Three indicators are set up in this study to assess the effectiveness of energy use, the population's use of better water sources, and the overall index of environmental pollution. The term "energy utilization efficiency" refers to the ratio of an area's or nation's effective energy use to its actual energy consumption, which reflects both the amount of energy used and its impact. All local governments in China have been pushing for the transformation and modernization of the industrial structure, as well as increasing the

effectiveness of resource use, during the past several years. The output in kilograms of oil equivalent is frequently used internationally as a measure to reflect the effectiveness of energy utilization. The energy use efficiency of the relevant countries is calculated here using the conversion results of the exchange rate method and the conversion relationship between oil equivalent and coal equivalent based on the pertinent data provided by the Bank's World Development Indicators 2001. Standard coal is the only type of coal that is included in China's statistical yearbook. China is one of the 13 nations listed by the UN as having the least amount of water per person. China currently has the fourth-largest total amount of freshwater resources in the world (2,800 billion cubic meters), but its per-person freshwater resources are much smaller (2,300 cubic meters), only a quarter of the global average (121st), and they are distributed very unevenly across the country, with drought and water shortages in the central and western provinces. In this study, we use industrial wastewater emissions as a significant indicator of the ability of different regions to utilize their water resources; we also use air pollution as a significant indicator of high-quality economic development. Finally, we use industrial emissions per unit of output as a significant indicator of the creation of an ecologically sound environment in high-quality economic development, drawing on a common Chinese practice.

The Fourth Plenary Session of the 19th CPC Central Committee also emphasized "adhering to and developing the core socialist economic system and supporting high-quality economic development," which is one of the key components of economic development. The former significantly represents the growth of political civilization, whereas the latter significantly indicates the capacity of the government to deliver public services. Among them, the corruption indicators created by Transparency International, a global anti-corruption organization with headquarters in Berlin, are used extensively internationally to evaluate the

degree of corruption in public institutions. However, they are difficult to calculate and are not very objective because they are closely linked to the respondents' subjective opinions. The number of corruption, bribery and misconduct charges directly filed by prosecutors against the number of persons working in institutions, political parties, and social groups is used as a measure of integrity given the circumstances in China and the available data. Many aspects of government management capacity, such as public administration, the creation of laws and regulations, and the maintenance of social order, are too macro to be adequately expressed by microdata. The ability of the government to manage the public, create laws and regulations, maintain social order, etc., has a direct impact on the frequency of production safety accidents in a given area. Therefore, in the comprehensive evaluation system of high-quality economic development, we select the number of production safety accidents as a proxy indicator because it can, to a large extent, reflect the government's management and crisis management abilities.

According to the aforementioned analysis, gauging economic development is a comprehensive idea that takes into account the economy's core elements as well as numerous additional ones like social, environmental, and institutional factors. The past method of measuring economic growth solely by GDP only accounts for the quantity of growth; it ignores the rationality of the economic structure involved in the production of GDP, the advancement of social security, and the sustainability of economic development through ecological environmental protection and institutional development. Therefore. As shown in the following figure, a comprehensive index to measure economic development for local economic development is formed in this paper using 16 fundamental indicators that are established through four dimensions of economic structure, social security, environmental protection, and institutional construction.

Comprehensive evaluation system for high-quality economic development

Measure ment aspects	Measurement Dimension	Measurement Method	Indicator Properties
Economic Structure	GDP per capita	Ratio of realized gross product to resident population in the range to which it belongs	Positive
	Share of employment	Share of employment in non-agricultural industries	Positive

	in non-agricultural industries	in total employment	
	Engel's coefficient	Ratio of residents' expenditure on food consumption to total consumption expenditure	Negative
	Income ratio between urban and rural residents	Ratio of average annual income of urban residents to average annual income of rural residents	Negative
Social Security	Gini coefficient	Percentage of total resident income spent on uneven distribution	Negative
	Basic social insurance coverage	All residents with basic social insurance as a percentage of all residents	Positive
	Average years of schooling	The average of the total number of years of academic education (including general education and adult education with recognized qualifications, excluding all kinds of non-academic training).	Positive
	Life expectancy at birth	The average number of years a person born in the same period would be expected to survive if the current age-specific mortality rate were held constant	Positive
	The proportion of added value of culture, education, sports and health	The share of new value created by culture, education, sports and health in the total new value per unit of production process	Positive
	Crime rate	Criminal offenders as a percentage of the population	Negative
	Disposable income per capita	Disposable income per capita = (total household income - income tax paid - social security expenditure paid by individuals - bookkeeping allowance) / household size.	Positive
Environmental Protection	Energy use efficiency	GDP output in kilogram of coal equivalent	Positive
	Industrial wastewater discharge	Industrial wastewater emissions per unit of GDP	Negative
	Industrial waste gas emissions	Industrial waste gas emissions per unit GDP	Negative
System Building	Integrity Building	Ratio of the number of cases of corruption, bribery and malfeasance directly filed by prosecutors to the number of people employed in institutions, political party organs and social organizations	Negative
	Number of production safety accidents	The number of production safety accidents that occurred during production and business activities that resulted in personal injury or direct economic loss	Negative

2. Measurement method

Following the completion of the establishment of a

comprehensive rating system for economic development based on the social indicator system proposed by the

Institute of Sociology of the Chinese Academy of Social Sciences, the subsequent research will focus on how to integrate the many different indicators of different dimensions. Principal component analysis, hierarchical analysis, and the entropy method are currently the most popular methods for integrating the comprehensive rating system.

The principal component analysis is a statistical method for reducing dimensionality that recombines the original variables into a new set of several mutually unrelated composite variables and selects a few fewer composite variables to reflect as much information about the original variables as possible. However, the information on each principal component variable must be sufficient for this method to work, and blurring the original indicators during the transformation process reduces the accuracy of the subsequent measurement results.

The hierarchical analysis is a systematic method for artificially decomposing the study's multi-objective topic into several levels and dealing with the hierarchical order by fuzzifying the qualitative indicators to serve as a target decision. However, when dealing with more dimensions and different indicators, this method will be difficult to judge the weights due to the interference of perceived main factors and other problems, and different people will often get different measurement results when conducting the measurement, so it does not apply to the measurement method of this study.

The entropy method is a statistical information method used in system theory. Entropy was originally a physical concept, used as one of the important parameters of energy degradation, until the American mathematician Shannon introduced it from physics to communication theory, establishing the discipline of "information theory." The entropy method assigns weights to indicators by calculating the size of the indicators' information entropy. A small information entropy indicates that the indicators are more variable, contain more information, have a greater impact on the overall evaluation, and thus have higher weights, whereas a large information entropy indicates that the indicators are more discrete, contain less information, and have lower weights. TOPSIS method, as a common comprehensive evaluation method, can make

full use of data information and more accurately reflect the gap between evaluation objects. In this paper, we first use the global entropy method to determine the weight of each index, and then use the TOPSIS method to calculate the comprehensive score; the entropy TOPSIS method's specific calculation process is as follows:

Calculate the share of the value of indicator j in the overall value of indicator j for the No. i city:

$$p_{ij} = \frac{x_{ij}}{\sum_{i=1}^m x_{ij}}$$

Calculate the information entropy e_j of each indicator in the economic growth quality evaluation index system:

$$e_j = -\frac{1}{\ln m} \sum_{i=1}^m p_{ij} \ln p_{ij}$$

Calculate the information redundancy value of the No. j metric:

$$d_j = 1 - e_j$$

Calculate the weight of the No. j indicator:

$$w_j = \frac{d_j}{\sum_{j=1}^n d_j}$$

Construct the weight matrix:

$$z_{ij} = x_{ij} \cdot w_j$$

$$z_{ij} = \begin{bmatrix} z_{11} & \cdots & z_{1n} \\ \vdots & \ddots & \vdots \\ z_{m1} & \cdots & z_{mn} \end{bmatrix}$$

Define optimal and inferior solutions:

$$z^+ = (z_1^+, z_2^+, \dots, z_n^+)$$

=

$$(\max\{z_{11}, z_{21}, \dots, z_{m1}\}, \max\{z_{12}, z_{22}, \dots, z_{m2}\}, \dots, \max\{z_{1n}, z_{2n}, \dots, z_{mn}\})$$

$$z^- = (z_1^-, z_2^-, \dots, z_n^-)$$

=

$$(\min\{z_{11}, z_{21}, \dots, z_{m1}\}, \min\{z_{12}, z_{22}, \dots, z_{m2}\}, \dots, \min\{z_{1n}, z_{2n}, \dots, z_{mn}\})$$

Define the distance of each evaluation object from the optimal and inferior solutions:

$$V_i^+ = \sqrt{\sum_{j=1}^n (z_j^+ - z_{ij})^2}$$

$$V_i^- = \sqrt{\sum_{j=1}^n (z_j^- - z_{ij})^2}$$

Calculate the score for each evaluation subject:

$$T_i = \frac{V_i^-}{V_i^+ + V_i^-}$$

The value of T_i is between 0 and 1, and the higher the value, the higher the quality of economic development of each province.

3. Data selection and processing

The primary data sources are the China City Statistical Yearbook, the China Regional Statistical Yearbook, and the statistical yearbooks of each province from previous years; the official websites of the central and national parts; the official websites of each province's local governments; and the Wind database. The data sources for the Hong Kong, Macao, and Taiwan sections are primarily data disclosed to the public by the World Bank and annual policy reports released by local government officials, stock exchanges, and so on. Due to inconsistencies in data statistical channels and calculation methods between different departments in Mainland China and Hong Kong, Macao, and Taiwan, all amounts in this paper are calculated by converting the foreign exchange listing price to RMB on October 18, 2017, the day of the 19th National Congress, to ensure the accuracy of macro and micro data and the consistency of statistical methods. For cases of inconsistent statistical caliber, such as violent crimes, all statistics are rearranged by mainland Chinese standards.

Because the comprehensive economic growth evaluation system involves many dimensions and basic indicators, the units and conversion attributes used between different dimensional indicators are not the same, resulting in large deviations in the accuracy of the

measurement results, so dimensionless processing of the data is required before pushing them into the model for measurement. There are many standard methods for dimensionless processing available at the moment, and the extreme value processing method is chosen for dimensionless processing of index system data by combining the characteristics of each index in the system.

Standardized treatment of positive indicators:

$$X'_{ij} = \frac{X_{ij} - \min X_j}{\max X_j - \min X_j} + \alpha$$

Standardized treatment of inverse metrics:

$$X'_{ij} = \frac{\max X_j - X_{ij}}{\max X_j - \min X_j} + \alpha$$

The positive indicator indicates that the larger the value of the adopted indicator is, and the negative indicator indicates that the smaller the value of the adopted indicator is, the better. In the formula, X_{ij} is the No.j indicator of the No.i province, $\min x_j$ indicates the minimum value of the No.j indicator, and $\max x_j$ indicates the maximum value of the No.j indicator. In order to eliminate the influence of 0 values on the processed data and avoid meaninglessness, the standardized processed data are panned, α is the panning amount, and the panning amount α is set to 0.0001 with reference to the processing method commonly adopted by existing studies, and the value of this panning amount has almost no influence on the data results.

4. Measurement model setting

The double difference method was chosen as the main sub-method for the empirical study first. Because of various factors such as sample size and cost control, it is impossible to conduct completely randomized experiments on the experimental and control groups when evaluating the stage of economic development; it is not possible to achieve completely randomized sample assignment in ordinary non-randomized natural experiments; simple "before-and-after" difference comparisons and The statistical methods such as "before-and-after" and "with/without" d To estimate the quality of economic development, the "double difference method" has been used. The "double difference method" model can solve the problems listed above. The double

difference model combines the "before and after" difference comparison and the "with and without" difference comparison, and introduces control variables that may interfere with the experimental results in the model, which controls the interference of factors other than the explanatory variables on the experimental results to some extent, and compensates for the fact that complete randomization is not possible in policy research. The model also includes control variables that could skew the experimental results. As a result, we use the "double difference method" model to quantify the impact of the 19th National Congress on the quality of China's economic development.

The current study can be considered an approximate scientific experiment because the model for this experiment was built using the double difference method. There is no reverse causality issue here because the convening of the 19th National Congress is completely exogenous about the transformation of China's economic development model. Because of the "one country, two systems" system in China, the implementation of economic policies related to the 19th National Congress report is limited to mainland China, and does not have any impact on Hong Kong, Macao and Taiwan, which can be considered relatively independent of the economic development stage of mainland China. Therefore, we selected Hong Kong, Macau, and Taiwan as the control group to establish an approximate scientific experiment.

Continuing the first section of this chapter's approach to measuring economic development, this paper

assumes that T_i (here replaced by y to distinguish time

T_i) is an indicator of economic development quality that identifies multiple dimensions, when $X=0$ for all provinces, autonomous regions, and municipalities directly under the central government of mainland China except Tibet, and $X=1$ for Hong Kong, Macau, and Taiwan. Before the 19th National Congress, $t=0$; after the 19th National Congress, $t=1$. $t=0$ represents the period preceding the 19th National Congress, and $t=1$ represents the period following the 19th National Congress.

As a result, we can compare the impact of the 19th National Congress on China's economic

development to the impact on the economic development of Hong Kong, Macao, and Taiwan, and calculate the net effect of the 19th National Congress on China's economic transformation.

$$E(y | x = 1) - E(y | x = 0)$$

The dynamic impact of the 19th National Congress is further examined by introducing a time variable into the formula, comparing the quality of economic development before and after the 19th National Congress, resulting in the impact of the quality of China's economic development on the time horizon as:

$$E(y | t = 1) - E(y | t = 0)$$

Considering the changes in China's economic development before and after the 19th National Congress and the differential impact of the 19th National Congress on China's economy and the economic development of Hong Kong, Macao and Taiwan, the net effect of the scientific assertion of the 19th National Congress that "China's economy has shifted from a stage of high-speed growth to a stage of high-quality development" is as follows:

$$[E(y | x = 1) - E(y | x = 0)] - [E(y | t = 1) - E(y | t = 0)]$$

Based on the above model idea, the base model for this experiment is set as:

$$y_{i,t} = \beta_0 + \beta_1 D_i + \beta_2 T_t + \gamma D_i T_t + \sum \alpha X_{i,t} + \varepsilon_{i,t}$$

where $y_{i,t}$ is an indicator of the quality of economic development of the region under the jurisdiction of local government i at time t , $D_i = 1$ for the experimental group in various regions of mainland China, and $D_i = 0$ for the control group in Hong Kong, Macao and Taiwan; T_t is a time dummy variable, $T_t = 0$ indicates before the 19th National Congress, $T_t = 1$ indicates after the 19th National Congress; γ is a double difference statistic to measure the net effect of the scientific assertion of the 19th National Congress that "China's economy has shifted from a stage of high growth to a stage of high-quality development", and $\sum \alpha X_{i,t}$ is a control variable.

In terms of control variable selection, He Canfei and Li Wei (2022), from the perspective of evolutionary economic geography theory, examined the industrial development path of the regional high-quality development stage from three perspectives: technology cycle, technology association, and technology

development direction, and concluded that the regional stock of knowledge and technology would have a large influence on the future industrial development direction, so the number of control variables is significant. Furthermore, after studying the evolution of the spatial layout of China's opening up, Shen Jia (2020) discovered that the spatial layout of China's opening up is still very uneven, which directly affects the regional economic development level, so these two include foreign direct investment (FDI) as another control variable. After studying the financial structure and economic development at different stages of economic development, Qi Haozhi (2020) discovered a non-linear relationship between the availability of bank financing and stock market financing on economic development, so the total scale of regional social financing and the number of newly listed companies are used here as two control variables; Song Yueming discovered that marketization always plays a role in promoting economic development. Song Yueming discovered that the level of marketization always plays a role in promoting the level of economic development, and the promotion of economic development becomes more and more obvious with the increase of marketization, so the number of enterprises and the proportion of the private economy in GNP are taken as the last two control variables.

Table 3: Description of control variable indicators

Stock knowledge and technology accumulation	Number of regional universities
	Number of Intellectual Property Rights
Level of external opening	Total Foreign Direct Investment (FDI)
Financial Structure Differences	Total size of social financing
	Number of newly listed companies
Marketability Level	Number of private enterprises
	Share of the private economy in the gross national product

5. Measurement results

According to the model setting, regression analysis is first conducted from four major aspects of economic development, model 1 is the regression analysis of economic structure, model 2 is the regression analysis of social security, model 3 is the regression analysis of environmental protection, and model 4 is the regression analysis of institutional construction, and the regression results are shown in Table 4:

	Model 1	Model 2	Model 3	Model 4
Intergroup dummy variable D	-0.125 (-3.5) * * *	-0.053 (-1.83) *	-0.137 (-4.3) * * *	-0.032 (-1.12)
Time dummy variable T	0.283 (4.7) * * *	0.063 (2.89) * * *	0.024 (0.12)	0.432 (1.32) *
Double Differential Variable TD	0.326 (1.95) *	0.704 (3.27) * * *	0.221 (4.12) * * *	0.089 (2.31) * *
Control items	Control	Control	Control	Control
Intercept term	0.187 (0.44)	0.173 (0.20)	0.021 (0.04)	0.221 (0.52)

According to the regression results, the indicators of the four aspects of economic development, namely economic structure, social security, environmental protection, and institutional construction, are lower than

those of Hong Kong, Macao, and Taiwan, indicating that, while China's economy has developed rapidly since reform and opening up, there is still a gap in terms of balanced and high-quality economic development

between China and Hong Kong, Macao, and Taiwan. Specifically, the regions in mainland China and Hong Kong, Macao, and Taiwan in terms of GDP per capita, the proportion of employment in non-agricultural industries, the Engel coefficient, urban and rural residents' income, average education level, life expectancy at birth, the proportion of value added in culture, education, culture, and sports, disposable income per capita, Industrial wastewater emissions, industrial waste gas emissions, integrity construction and production safety accidents and energy utilized. Several aspects have significant gaps. This is primarily due to Hong Kong, Macao, and Taiwan's earlier economic development, whereas mainland China re-shifted the Party and state's focus to economic construction only after the Third Plenary Session of the Eleventh Central Committee clarified the basic state policy of reform and opening up, which is limited by the time limit of development, resulting in a gap in total investment, so there is still room for catching up in terms of per capita wealth accumulation. However, there is no significant gap or even better than Hong Kong, Macao, and Taiwan in several aspects such as the Gini coefficient, basic social insurance coverage, and crime rate, which primarily reflects the superiority of the socialist system in mainland China and benefits from the central government's recent efforts in the transformation of high-quality economic development.

Taking into account the introduction of the time dummy variable T into the econometric model, the scientific assertion that "China's economy has shifted from the stage of high-speed growth to the stage of high-quality development" put forward in the report of the 19th National Congress in 2017, the regression results show that China's economic development has indeed changed significantly in terms of the quality of economic development around 2017, which is primarily due to the introduction of the time dummy variable T into the econometric model. This is primarily because, in response to the economy's "new normal," the central government implemented a series of policies after 2017, such as the special fund for the conversion of new and old dynamic energy, the expansion of financial sector opening, rural revitalization, and precise poverty alleviation, which facilitated the economy's transition to high-quality

development. A normative system, an efficient rule of law implementation system, and a strict rule of law supervision system are all in place.

V. CONCLUSION

The article examines the scientific assertion made by the 19th National Congress that "China's economy has shifted from the stage of high-speed growth to the stage of high-quality development" theoretically and empirically. Second, we conducted a theoretical study on high-quality economic development from two perspectives: political economy and western economics; third, we built a comprehensive evaluation system of high-quality economic development from 16 indicators divided into four categories: economic structure, social security, environmental protection, and institutional construction; and fourth, we conducted a scientific experiment using the double difference method, as well as a survey. Fourth, the scientific experiment was carried out using the double difference method to confirm that "China's economy has shifted from the stage of high growth to the stage of high-quality development," reflecting the obvious transformation of China's economy around the 19th National Congress and confirming that China has moved from the pursuit of economic growth to the pursuit of high-quality economic development.

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Philippine National Police Women and Children Protection Desk (PNP-WCPD): Strengthening the Intervention

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Received: 19 Nov 2022; Received in revised form: 15 Dec 2022; Accepted: 24 Dec 2022; Available online: 31 Dec 2022

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Abstract— *The study focused on the Women and Children Desk Tanudan, Kalinga. The research design use was the descriptive design with interview as the main data gathering instrument. The informant were twenty-one victim-survivors whose whereabouts were known. The research found that the PNP Women and Children Desk is implemented as experienced by the victim-survivors. They have received the expected mandatory services, other services provided by the government agency concern and the entitlements. Physical violence is the most frequent crime committed. There were reported incidence of psychological violence such as repeated verbal abuse, harassment and marital infidelity of the husband. There was no reported incidence of sexual abuse and child abuse. Wife battering dominates the other abuses committed in domestic home. There are psychologically abused women but there were no reports on sexually abused women and child abuse. The important and necessary services and supports to the victim-survivors are provided but not substantial to meet all the needs of the victim. There is no obvious show of convergence among the government concern agencies in response to women abuse. The findings justify the recommendation as follows: More trainings of the PNP Women and Children Desk personnel should be instituted and institutionalized. More Local Government Units involvement should be initiated. A PNP Personnel should be assigned exclusively for the Desk so that the task will be concentrated to manning or managing the Desk. Forge and strengthen the convergence of the government agencies concerned to hasten reporting, communication and delivery of the benefits and privileges of the victims including their immediate and important needs. Finally, institutionalized a massive information-education campaign on the laws concerning the protection of women and their children against abusive and violent partners or parents.*

Keywords— *Abuse, Violence, Women, Children, Discrimination.*

I. INTRODUCTION

Background of the Study

The 1987 Philippine Constitution particularly in Article II, Section 11 declares that “the State values the dignity of every human person and guarantees full respect for human rights”. The incorporation of this provision in the constitution gives further stress to the primacy of human rights in our constitutional hierarchy of values and reaffirms our nation’s commitment to their protection. It is an assurance to the citizens that the rule of law and not of men shall reign in our land (de Leon, 2010). State also

recognizes the need to protect the family and its members particularly women and children, from violence and threats to their personal safety and security. Towards this end, the State shall exert efforts to address violence committed against women and children in keeping with the fundamental freedoms guaranteed under the Constitution and the provisions of the Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child (CRC) and other

international human rights instruments to which the Philippines is a party.

The women and children are further protected by the legislations herein enumerated:

1. Universal Declaration of Human Rights (UDHR)
2. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
3. Convention on the Rights of the Child (CRC)
4. Asian Regional Initiative against Trafficking in Persons (ARIAT)
5. Executive Order No. 27 which was also promulgated in July 4, 1986 directs Department of Education to include the study and understanding of human rights in the curricula of all levels of education and training in all schools and to initiate and maintain regular programs and special projects to provide venues for information and discussion of human rights. The aim is to “to give greater respect for human rights and to deter violations thereof”.
6. Presidential Decree Number 603 (Child and Youth Welfare Code) December 9, 1974

In the Asia-Pacific Region, the governments, international organizations and non-government organizations have come together and established the Asian Regional Initiative against Trafficking in Persons (ARIAT) and declared that trafficking in human beings especially women and children is violation of human rights and will translate to inhumane treatment and various forms of abuse and exploitation, hence they urge countries to recognize that trafficking human beings is a human rights issue and recognizes the special vulnerabilities and needs of women and children and to adhere to the provisions of relevant international rights instruments in all aspects of addressing trafficking problems (Rosario, 2019).

Violence against women (VAW) appears as one of the country's pervasive social problems. The National Demographic and Health Survey conducted by the Philippine Statistics Authority, one in four Filipino women age 15-49 has experienced physical, emotional or sexual violence by their husband or partner. It is indeed alarming that despite efforts to address the concern, VAW persists.

VAW is deemed to be closely linked with the unequal power relation between women and men otherwise known as “gender-based violence.” Societal norms and traditions dictate people to think that men are the leaders, pursuers, and providers, and take on the dominant roles in society while women are the nurturers, men's companions and supporters, and take on the subordinate roles in society. This perception leads men to

gain more power over women. Hence, VAW becomes a form of men's expression of control over women to retain power.

In the Philippines, some realities that contribute to the vulnerability of Filipino women to VAW are being accused as “naggers” or neglectful of their duties as wife that is why they are being beaten by their spouses, or being raped due to her “flirtatious” ways; in some instances, filing for a sexual harassment is interpreted by her employer as being malicious on the appreciation of her good looks.

The municipality of Tanudan, Kalinga was not excused in commission of violence against women. This shows that the violence permeates into the core of every family or the society. Though few were reported because of shame or the tradition perception of the victims to show that the family is in-tack and devoid of any problems. Government mechanism have been in-place but the violence persists.

II. CONCEPTUAL FRAMEWORK

There is steady increase of the incidence of violence against women and their children is alarming to this day. The leap-frog of the crimes especially in the third world countries cannot just be ignored (World Resource Institute, 2009). Violence-against women and children are rampant in poorer countries. The most recorded gender related abuses are done at the domestic residence. The increasing volume of crimes against women and children prompted the government through the Philippine National Police to institute in every police station all over the country a women and children desk to make a quick response in case reports are received concerning crimes against women and children.

Local incidence of violence against women and their children have been record high in the province of Kalinga. Record shows that there is an increasing trend in the violation against women and their children. Reports of the Kalinga Provincial Social Welfare and Development Office also shows the trend. However, few have been reported to the police or the Social Welfare and Development Office because the victims are not aware of the processes and the programs of the government and they are ashamed that the incident will be exposed to the public. Some victims especially women just keep for themselves the abuses inflicted to them. They choose to be silent rather than exposing the incident. Few women have the cudgel to report to authorities the suffering they undergo at the hands of the husband.

When convergence of government agencies concerned for the women and children abuse are tightly forged and enough government financial support is provided, the problem of women violence and child abuse can be reduced and prevented (Almendras, 2017).

III. OBJECTIVES OF THE STUDY

The study intends to attain the following objectives:

1. Determine the extent of implementation of the Philippine National Police Women and Children Protection Desk .
2. Determine the frequency of commission of crimes against women and children under RA 9262;
3. Find out the problems encountered in the implementation of the Philippine National Police Women and Children Protection Desk.

Significance of the Study

The result of the study is significant to the following:

Policy-Makers: The crafters of policies especially on the violence against women and their children will have the important data from ground zero to make their decision on time and anchored to the realities of the situation. It will be easier to make important and meaningful decisions beneficial to the victim-survivors because the information as bases of the decisions are well provided.

PNP Women and Children Desk Personnel: The Desk personnel will tremendously benefit from the results because the real experiences are well provided by the victim-survivors which are very vital in the efficient and effective operation of the Desk. The various experiences will provide the Desk Personnel and necessary data to make the program more tuned to the objectives of the Desk.

Victim-Survivors: The future victim-survivors will gain more knowledge and information regarding Desk and the different benefits and privileges appurtenant thereto. They will become aware and they can be the catalyst to other women with similar experience. These truly lessen women who will keep the stress in themselves due to the abuses and will be enlightened and appraise of their rights, benefits and privileges and victim-survivors of the abuse of violence.

Scope and Delimitation of the Study

The study is delimited on the PNP Tanudan Women and Children Desk. It is further delimited on the implementation of the Desk, the frequency of crimes

committed among women and the problems met in the implementation of the Desk.

The research situs is Tanudan, Kalinga with the twenty-one victim-survivors as the informants of the research.

The year coverage from June 2022 to August 2022.

IV. REVIEW OF RELATED LITERATURE

Executive Order No. 27 which was also promulgated in July 4, 1986 directs the then Department of Education, Culture and Sports now Department of Education to include the study and understanding of human rights in the curricula of all levels of education and training in all schools and to initiate and maintain regular programs and special projects to provide venues for information and discussion of human rights. The aim is to “to give greater respect for human rights and to deter violations thereof”.

The promulgation of Presidential Decree Number 603 otherwise known as the Child and Youth Welfare Code which was promulgated in December 9, 1974 lists the rights and responsibilities of children, and specifies the rights, duties, and liabilities of the parents in the rearing of their children. This law gave more protection to the children as they grow under the protection of their families. The parents and the government have a shared responsibility in promoting the welfare of every child. The common welfare of the society as well as the good of the individual depends to the great extent upon the proper education and training of the children. The youth of today will be tomorrow’s citizens. These citizens will be as they have been prepared and guided in their childhood days. The government, therefore, should equally share in the inherent right and duty of parents in the training of their children to be good, useful, and worthy citizens by giving them support to prepare their children for future positions of responsibility and leadership.

The persistent increasing incidence of woman and child abuse in the country has triggered the Congress of the Philippines to pass a law that specifically address the concerns of women and children against abuses. This ushered the birth of Republic Act No. 9262 known as the “Anti-Violence against Women and their Children Act of 2004”.

The law widened and made heavier the penalties of all abuses directed to women and children. Violence against women and their children (VAWC) refers to any act or a series of acts committed by any person against a woman who is his wife, former wife, or against a woman with whom the person has or had a sexual or dating relationship, or with whom he has a common child, or against her child whether legitimate or illegitimate, within

or without the family abode, which results in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty. It includes, but is not limited to the following acts:

1. Physical violence. Physical violence refers to acts that include bodily or physical harm;

2. Sexual violence. Sexual violence refers to an act which is sexual in nature, committed against a woman or her child. It includes, but is not limited to:

a) rape, sexual harassment, acts of lasciviousness, treating a woman or her child as a sex object, making demeaning and sexually suggestive remarks, physically attacking the sexual parts of the victim's body, forcing her/him to watch obscene publications and indecent shows or forcing the woman or her child to do indecent acts and/or make films thereof, forcing the wife and mistress/ lover to live in the conjugal home or sleep together in the same room with the abuser;

b) acts causing or attempting to cause the victim to engage in any sexual activity by force, threat of force, physical or other harm or threat of physical or other harm or coercion; and,

c) Prostituting the woman or her child.

3. Psychological violence. Psychological violence refers to acts or omissions causing or likely to cause mental or emotional suffering to the victim such as but not limited to intimidation, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse, and marital infidelity. It includes causing or allowing the victim to witness the physical, sexual or psychological abuse of a member of the family to which the victim belongs, or to witness pornography in any form or to witness abusive injury to pets or to unlawful or unwanted deprivation of the right to custody and/ or visitation of common children.

4. Economic abuse. Economic abuse refers to acts that make or attempt to make a woman financially dependent which includes, but is not limited to the following:

a) withdrawal of financial support or preventing the victim from engaging in any legitimate profession, occupation, business or activity, except in cases where-in the other spouse/ partner objects on valid, serious and moral grounds as defined in Article 73 of the Family Code;

b) deprivation or threat of deprivation of financial resources and the right to the use and enjoyment of the conjugal, community or property owned in common;

c) destroying household property; and

d) controlling the victim's own money or properties or solely controlling the conjugal money or properties.

Violence against women and their children also includes a) battery; and, b) stalking. Battery refers to an act of inflicting physical harm upon the woman or her child resulting to physical and psychological or emotional distress while stalking refers to an intentional act committed by a person who, knowingly and without lawful justification follows the woman or her child or places the woman or her child under surveillance directly or indirectly or a combination thereof.

The increasing incidence of violence against women and their children is alarming to this day. The leap-frog of the crimes especially in the third world countries cannot just be ignored (World Resource Institute, 2009). Violence against women and children are rampant in poorer countries. The most recorded gender related abuses are done at the domestic residence. The increasing volume of crimes against women and children prompted the government through the Philippine National Police to institute in every police station all over the country a women and children desk to make a quick response in case reports are done concerning crimes against women and children.

In the study conducted by Almendras (2009) on Women's Rights and Development, he discovered that barely 45 percent of the respondents are aware of the laws and policies promoting the rights of women in every facet of life and in every level of the society. He further, found out that 43 percent of the women respondents are aware of their rights in domestic affairs and those that concern the public of which the women are affected. It is most surprising to know that even the women themselves are not fully aware of their rights from the domestic house or the work place. He then recommended that there must be more public discussion and debate regarding the rights of women especially in decision making not only in the home but in public offices.

Bilandro (2009) in his study on Child and Women's Right shows that women in the slum areas in Manila are not aware of their rights especially in their participation in making decisions in matters of public concern. It was further observed by the researcher that women in the research site have less participation in domestic affairs decision. He reasoned out that the participation of women in domestic affairs decision is influenced strongly by the patriarchal classification of the Filipino family.

The lack of knowledge of the women of their rights made them prone to abuses in the home and in the work site. They are also perceived as the weaker gender and easy to exploit (Angara, 2010).

The scenario urgently needs and requires the intervention of the state to arrest, minimize or even stop the commission of crimes against women and children. The Philippine National Police cannot address the problem; hence, it is very important that the community, non-government organizations, peoples' organizations and other pr-children and women organizations local, national or international should join-hands and embark on a cooperative and coordinated work to fight against crimes committed to women and children.

This study is very timely and even urgent because the national data on crimes committed against women and children is very alarming. In the most recent data available in the web, the National Statistics Office in 2012 posted that in every 10 women in the country 7 are being abused in their family abode and 8 experienced being abused in their domestic homes.

Definition of Terms

The following definitions are either operational or authoritative:

Battered Woman Syndrome refers to a scientifically defined pattern of psychological and behavioral symptoms that have resulted from cumulative abuse found in women living in battering relationships (RA 9262).

Battery refers to an act of inflicting physical harm upon the woman or her child resulting to physical and psychological or emotional distress (RA 9262).

Children refers to those below eighteen (18) years of age or older but are incapable of taking care of themselves as defined under Republic Act No. 7610. As used in the Act, it includes the biological or adopted children of the victim and other children under her care including foster children, relatives or other children who live with her (RA 9262).

Council. refers to the Inter-Agency Council on Violence Against Women and Their Children (IAC-VAWC) created under Section 39 of the Act.

Dating relationship refers to a situation wherein the parties live as husband and wife without the benefit of marriage or are romantically involved over time and on a continuing basis during the course of the relationship. A casual acquaintance or ordinary socialization between two individuals in a business or social context is not a dating relationship (Panopio, 2013).

Economic abuse refers to acts that make or attempt to make a woman financially dependent which includes withdrawal of financial support or preventing the victim from engaging in any legitimate profession, occupation, business or activity, except in cases where-in the other spouse/ partner objects on valid, serious and moral grounds

as defined in Article 73 of the Family Code; deprivation or threat of deprivation of financial resources and the right to the use and enjoyment of the conjugal, community or property owned in common; destroying household property; and controlling the victim's own money or properties or solely controlling the conjugal money or properties (Family Code).

Less Frequent means that the violence against women and their children is committed once a month.

Moderately Frequent means that the violence against women and their children is done twice a month.

Much Frequent means that violence against women and children is done more than twice a month to any member of the family.

Violence against women and their children (VAWC) refers to any act or a series of acts committed by any person against a woman who is his wife, former wife, or against a woman with whom the person has or had a sexual or dating relationship, or with whom he has a common child, or against her child whether legitimate or illegitimate, within or without the family abode, which results in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty (RA 9262).

Physical violence refers to acts that include bodily or physical harm (RA 9262).

Sexual violence refers to an act which is sexual in nature, committed against a woman or her child. It includes rape, sexual harassment, acts of lasciviousness, treating a woman or her child as a sex object, making demeaning and sexually suggestive remarks, physically attacking the sexual parts of the victim's body, forcing her/him to watch obscene publications and indecent shows or forcing the woman or her child to do indecent acts and/or make films thereof, forcing the wife and mistress/lover to live in the conjugal home or sleep together in the same room with the abuser; acts causing or attempting to cause the victim to engage in any sexual activity by force, threat of force, physical or other harm or threat of physical or other harm or coercion; and, prostituting the woman or her child (RA 9262).

V. METHODOLOGY

The study used the descriptive method of research. The data was elicited from the twenty-one (21) abused women whose names were reflected in the police blotter and being traced. Many victim-survivors were listed but their whereabouts were unknown. Efforts were done by the researcher to reach-out for more victim-survivors but it

failed. Neighbors being interviewed on the whereabouts of the victim-survivors replied that they transferred to another place or they return to their original residence.

Locale of the Study

The study was conducted in Tanudan, Kalinga Province.

Research Design

The research being a qualitative one, made use of the descriptive research design.

Informants of the Study

The informants were the twenty-one (21) survivor-victims that were traced into their residences.

Instrumentation

Frequency count and percentages was used.

Data Gathering Instrument

Interview was the main data gathering instrument. The informants were approach personally by the researcher in their residence. Interviews were conducted at the convenience and comfort of the informants. The interview was conducted using the vernacular that the informants and the research understand.

VI. RESULTS AND DISCUSSION

Implementation of the PNP Women and Children Desk

Seventeen (17) of the twenty-one informants or 80.95 percent replied that they have received the mandatory programs such as emergency shelter, social integration, livelihood activities, skills training. They also received the services such as complete physical and mental examinations, medical or surgical treatment, hospital confinement and emergency assistance. These victim-survivors also received the entitlements as provided by Republic Act 9262.

Records also shown that victim-survivors are provided the necessary skills trainings by the Municipal Social Welfare and Development particularly dress-making. The TESDA also provided skills development on hair-dressing and pedicure and manicure. Others were provided with skills training on pastry and body massaging. They reached TESDA-Kalinga through the letter of the Municipal Mayor.

Frequency of Commission of the Crimes against Women

Physical violence is the most frequent crime committed against women. Physical violence refers to acts that include bodily or physical harm such as battery or physical assault against the person of the woman who is his wife, former wife, or against a woman with whom the

person has or had a sexual or dating relationship, or with whom he has a common child, or against her child whether legitimate or illegitimate, within or without the family abode, which results in or is likely to result in physical harm.

One-hundred percent of the victim-survival claimed that they have been physically abuse in the form of boxing, kicking, slapping and choking. Fifty percent even revealed that they have been drag out side of their home by pulling their hair.

Eleven or fifty-two percent were abused psychologically. Psychological violence refers to acts or omissions causing or likely to cause mental or emotional suffering to the victim such as but not limited to intimidation, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse, and marital infidelity. It includes causing or allowing the victim to witness the physical, sexual or psychological abuse of a member of the family to which the victim belongs, or to witness pornography in any form or to witness abusive injury to pets or to unlawful or unwanted deprivation of the right to custody and/ or visitation of common children (RA 9262).

Eighteen out of the 21 informants or 85.71 percent replied that repeated verbal abuse is the most frequent form of psychological abuse. Sixteen or 76.19 percent said that the most frequent form is harassment and still fifteen or 71.43 percent said it is damage to property and marital infidelity. The husband commits marital infidelity to cover his abuses and hasten family break-up.

None of the informants related any incidence of sexual abuse and child abuse.

Problems encountered in the implementation of the women and child abuse PNP Desk

There's a lack of PNP personnel to man the Desk because the personnel have other functions to do. There are few PNP personnel who are assign to the Desk; hence, follow-up of the victim-survivors is very rare; thus, updating of residence is not done regularly.

Sudden disappearance of the victim-survivor without known new residence. The sudden disappearance is caused by humiliation and embarrassment. The victim-survivor may either go abroad or leave the place or look for work somewhere in the country.

The convergence of government agencies concerned in supporting the victim-survivor is very slow and limited. The response time of the agencies concerned is not on-time, quick and immediate.

VII. SUMMARY

The PNP Women and Children Desk should be implemented as experienced by the victim-survivors. They have received the expected mandatory services, other services provided by the government agency concern and the entitlements.

Physical violence is the most frequent crime committed. Wife battering is the most frequent form. There were reported incidence of psychological violence such as with repeated verbal abuse, harassment and marital infidelity of the husband.

There was no reported incidence of sexual abuse and child abuse.

VIII. CONCLUSIONS

The PNP personnel on the Women and Children Desk are very limited and many Desk are not manned and managed efficiently because of the multi-task of Desk assigned personnel.

Wife battering dominates the other abuses committed in domestic homes. There are psychologically abused women but there were no reports on sexually abused women and child abuse.

The important and necessary services and supports to the victim-survivors are provided but not substantial to meet all the needs of the victim.

There is no obvious show of convergence among the government concern agencies in response to women abuse.

RECOMMENDATIONS

It is recommended that:

1. More trainings of the PNP Women and Children Desk personnel should be instituted and institutionalized.
2. More Local Government Units involvement should be initiated.
3. A PNP Personnel should be assigned exclusively for the Desk so that the task will be concentrated to manning or managing the Desk.
4. Forge and strengthen the convergence of the government agencies concerned to hasten reporting, communication and delivery of the benefits and privileges of the victims including their immediate and important needs.
5. Institutionalized a massive information-education campaign on the laws concerning the protection of women and their children against abusive and violent partners or parents.

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Efficacy, Reliability, and Accuracy of Inventory System and Point-of-Sale Service for Small-Medium Enterprises in Tabuk City

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Received: 17 Nov 2022; Received in revised form: 19 Dec 2022; Accepted: 26 Dec 2022; Available online: 31 Dec 2022
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Abstract— *Objectives: The purpose of this study was to determine the level of satisfaction among small and medium-sized enterprises (SMEs) in Tabuk City regarding the efficacy, reliability, and accuracy of the use of an inventory system and a point of sale (POS) in order to develop standardized and high-quality software. Methods/Statistical analysis: Weighted Mean, T-Test, and F-test Statistical analysis tools were utilized to assess the efficacy, reliability, and accuracy of the Inventory System and Point of Sale Service for SMEs in Tabuk City. Furthermore, the researchers used a questionnaire to gather data. Findings: Respondents in this survey were satisfied, as evidenced by the system's efficacy having a general weighted mean of 3.0 reliability weighted mean of 3.05 and accuracy at 3.21 points out by this study's findings. Furthermore, a significant difference in the Efficacy, Reliability, and Accuracy of Inventory System and POS revealed that when grouped according to position, enterprise classification, and years in business. While on the contrary, there is no significant difference in the efficacy, reliability, and accuracy of inventory system and POS when grouped according to position, enterprise classification, and years in business. Novelty: It will assist small and medium-sized enterprises (SMEs) improve business process procedures without incurring significant capital expenditures to purchase such a system. The evaluation of the system will help the researchers determined how to improve the system and address future needs.*

Keywords— *Point of Sale, Inventory, Reliability, Efficacy, Accuracy, Small-Medium Enterprise.*

I. INTRODUCTION

Inventory management is critical in today's industrial environment since it helps manufacturing companies improve their efficiency and competitiveness. The primary objective of this study is to establish the impact of inventory management strategies on industry performance. A suitable inventory model is anticipated to reduce costs significantly, thus boosting the supply chain surplus and making it more efficient. Inventory management is critical in industries because it has a more significant impact on the surplus-value of the supply chain. To keep up with fast-evolving technologies in the world's many sectors, the industry needs to stay current with contemporary technology in addition to its technical skills^[1]. In the context of product homogeneity, businesses and consumers

have placed a premium on services, particularly after-sale and inventory support. In reality, manufacturers or retailers may provide after-sale service, and manufacturers should develop an after-sale service deployment plan that specifies who will provide after-sale support. Manufacturers' decisions about their after-sale service and inventory management system deployment plan may be influenced by several variables, the most significant of which is market demand unpredictability. Retailers often have access to more market demand data than manufacturers, and they have the option of sharing their private information with manufacturers. Due to the complexity of the market and the limitations of information technology, it is difficult for retailers to acquire flawless information, and the quality of

the information may have a significant impact on the manufacturers' and retailers' choices^[2].

Point of sale service and inventory management in small and medium-sized companies may benefit from information technology. The use of this technology must take into consideration the employee's cost and skill level. Thus, selecting the appropriate information technology to manage inventory is critical for any business to maximize its productivity. Three categories of information technology variables were identified in this study: 1. Inventory management software and hardware such as electronic point of sale (EPOS), electronic data interchange (EDI), radio frequency identification (RFID), and BARCODE are used; connecting exchange of data with suppliers and consumers; lastly using computers to assist with inventory management^[3].

Inventory management failures in any business may result in a rise in the number of losses, which can have a negative impact on the financial performance of the business. It is shown by the growing amount of stock losses throughout the year-end financial cycle count activities. As a result, further research is required to ascertain the underlying cause of the issue. If no action is taken to improve, many gaps in internal control will be created, increasing the danger of theft and fraud schemes. Fewer studies have been conducted to investigate the connection between inventory performance and financial performance for discrete inventory components such as completed products, raw materials, packaging materials, and work in progress. Typically, stakeholders use a financial statement to evaluate a business's performance. Thus, they are interested in learning about the variables that may affect the financial statement's numbers, including inventories^[4]. Furthermore, the devastating consequences of inefficient, chaotic, and manual inventory management were emphasized. For example, when sales forecasts did not match actual transactions, there was no periodic review of inventory and distribution processes, safety stocks were maintained in excess of what was necessary, and manual checking rather than automated checking resulted in human errors, all of which contributed to the inaccuracy of inventory reports. According to statistics from ten (10) pharmaceutical firms, five (5) of the companies' inventory control systems are manual, while the remaining five are automated, manual system loss in inventory management has increased to 8.9 percent above computerized inventory management. The primary reasons of this manual inventory management loss include incorrect order taking, product theft, incorrect inventory information, erroneous money collection from consumers, and under-billing, all of which are caused by paper-based operations^[5].

The inventory & point of sale system was deployed to the different businesses around Tabuk City for at least one (1) month duration. Observation on the over-all functionality of the system by different users were used to determine if the system met the minimum requirement and demands that a certain business establishment requires in an inventory & point of sale system. After a month of deployment, evaluation forms were floated.

Since Inventory and POS plays vital role in most business's operation, it is important to adapt or implement the system based on user's needs. This study aimed to determine the satisfactory level of SME's on the use of Inventory and point of sale service in Tabuk City. Specifically, it (1) determined the level of Satisfaction of Inventory System and Point of Sale Service for SMEs in Tabuk City in terms of efficacy, reliability and accuracy; and (2) determined the significant difference in the Efficacy, Reliability and Accuracy of Inventory System and Point of Sale Service for SMEs in Tabuk City when grouped as to position, enterprise classification and years in the business.

II. MATERIALS AND METHODS

The descriptive method of research had been used to accomplish the study's aims. Descriptive research entails the collection of data that characterizes occurrences and then organizing, tabulating, visualizing, and describing the data collected. The major data sources were a survey questionnaire and interviews with managers, owners, and employees of various SMEs. The interview elicits information on the existing business process and the experiences of managers, owners, and employees, while the survey questionnaire examines the efficacy, reliability, and accuracy of the Inventory System and Point of Sale Service used by SMEs in Tabuk City. Along with the interview, observation was done to verify or identify any facts that may have been forgotten during the interview.

2.1. Statistical analysis

Weighted Mean was used to interpret the total responses of all the respondents for every survey question by computing the average weighted mean. The formula is: $WM = \sum fx/n$, where: WM= weighted mean, f= frequency of score, and N= no. of respondents. T-Test was used to determine the significant difference in terms of enterprise classification. And F-Test was used to determine the significant difference in terms of position and years in the business.

2.1. Instrumentation

Table 1. Descriptive results, scales and arbitrary values used in the computation using SPSS.

Scale	Arbitrary Value	Description
1	1.0 – 2.33	Needs Improvement
3	2.34 – 3.66	Satisfactory
5	3.67 – 5.00	Excellent

III. RESULTS AND DISCUSSION

Level of Satisfaction of Inventory System and Point of Sale Services for SMEs in Tabuk City in terms of Efficacy, Reliability and Accuracy.

The level of Efficacy on the satisfaction of respondents on the Inventory System and Point of Sale Services. Based on the table, the general weighted mean is 3 which means that the respondents were satisfied with the efficacy of the system. The level of reliability on the satisfaction of respondents on the Inventory System and Point of Sale Service. Based on the table, the general weighted mean is 3.05 which means that the system's reliability is satisfactory—the level of accuracy on the satisfaction of respondents on the Inventory System and Point of Sale Services. Based on the table, the general weighted mean is 3.21 which means that the respondents were satisfied with the accuracy of the system. According to Khan & Siddiqui (2019), inventory accuracy is the most important indication of inventory control since it efficiently controls the outputs of various commodities. The accuracy indicator is used to determine how dependable the inventory is, and the duration indicator is used to determine how long a certain commodity remains in the organization. According to the findings of their study, inventory control indicators enable the company to plan, manage, and use the optimum inventory management model to enhance inventory flow^[6]. Fang & Chen's study (2021) found that inaccuracies were decreased as a result of system automation and integrated information. Reports were made accessible to assist users functioning at various 'layers' with decision-making. Prior to the system's installation, the error rate associated with transactions was rising. Following deployment of the system, the error rate dropped to nearly nonexistent. As a result, nearly all transactions were accurate and reliable^[7]. The results indicate that the more accurate and relevant the information generated by the POS and inventory information system, the more likely it will be felt that POS and inventory usage can improve performance. Additionally, the POS and inventory management system must be simple to use and include functions that can improve performance, productivity,

facilitate work, and make work more compelling^[8]. The use of POS data also contributes to the current body of knowledge by enhancing the precision and veracity of the empirical results^[9]. Wanjohi et al. (2013) concurred that the use of electronic inventory systems in supermarkets resulted in faster processing of customer orders, more accurate record keeping, improved stock management, decreased customer queuing time, faster introduction of new products, increased product availability, product variety maintenance, decreased stock out costs, decreased demand uncertainty, and automatic and accurate ordering. All of these factors aided in the improvement of customer service delivery^[10].

Significant difference in the Efficacy, Reliability and Accuracy of Inventory System and Point of Sale Service for SMEs in Tabuk City when grouped as to position, enterprise classification and years in business.

The efficacy, reliability, and accuracy of the inventory systems and point-of-sale services utilized by SMEs are compared in Table 5. According to the table, the F-value is 0.683 and the probability value is 0.519; the null hypothesis is accepted because the probability value is greater than the level of significance at the 5% level. This means that when SMEs are grouped by position, there is no discernible change in the Efficacy, Reliability, and Accuracy of Inventory and Point of Sale Systems. Table 6 shows how SMEs' inventory systems and point-of-sale services vary widely in terms of their efficacy, reliability, and correctness. The table shows that the t-value is 1.041, the probability value is 0.312, and the null hypothesis is accepted since the probability value is above the 5% level of significance. As a result, when The size of their organization breaks down SMEs, the effectiveness, reliability, and correctness of their inventory system and point of sale service are not significantly different from one another. For SMEs' inventory systems and their point-of-sale services, there is wide variance in efficacy, reliability, and accuracy, as indicated by Table 7. The table shows that the f-value is 1.685, with a probability of 0.217, and the null hypothesis is accepted because the probability value above the level of significance at the 5% level. Inventory systems and point-of-sale services for SMEs are equally effective, reliable, and accurate, regardless of how long the firm has been in business.

The findings of Y et al. (2019) reveal that the higher the quality of information generated by POS in support of employees' jobs, the greater the effect of colleagues, managers, and organizations on their use of POS and inventory management. The findings indicate that the primary element boosting the influence of peer opinion on attitude and actual use is the quality of the information. This conclusion is reinforced by prior research findings that

quality information has an effect on how information systems are used in order to maximize their utility. If the POS information system can provide more accurate and relevant information about the work performed, it will increase colleagues' and employers' motivation to use the POS and inventory system, as it will be perceived as beneficial in improving their performance, which will eventually affect their attitude and use of the POS and inventory system^[9].

IV. CONCLUSION

The study revealed that respondents were satisfied with the System's Efficacy, Reliability and Accuracy general weighted mean of 3.0, 3.05 and 3.21 respectively. Furthermore, there was no significant difference on the Efficacy, Reliability and Accuracy of Inventory System and Point of Sale Service for SMEs when grouped according to Position, Enterprise Classification and Years in the Business. The system should be modified according to the end-user's suggestions. These include improvement of the user interface, integration of a decision support system, reduce of latency rate or response time and the likes. Continuous development and consultation to business industry in order to cope up with the new trends and business processes that might be included in the inventory system and point of sale service is also encourage.

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Table 2 level of Efficacy on the satisfaction of respondents on the Inventory System and Point of Sale Services.

Indicators	Needs Improvements	Satisfactory	Excellent	Mean
1. Use of terms throughout system: The terms used are consistently related to POS?	0	18	1	3.11
2. Terminology related to task: The terms used are related to certain business activities.	0	18	1	3.11
3. Position of messages on screen: I can see warning messages easily/clearly.	2	16	1	2.89
4. Prompts for input: I can clearly use the	2	16	1	2.89

system without the need for assistance.				
5. Computer informs about its progress: The system guides me step by step.	1	17	1	3
6. Error messages prompt by the system are helpful	2	15	2	3
General Weighted Mean				3

Table 3 level of Reliability on the Satisfaction of respondent on the Inventory System and Point of Sale Services.

Indicators	Needs improvement	Satisfactory	Excellent	Mean
1. Organization of information: Information in POS are well organized.	0	19	0	3
2. Sequence of screens: Screens are clearly arranged according to step.	1	16	2	3.11
3. Learning to operate the system: I am a novice user but I can easily use the system.	2	16	1	2.89
4. Exploring new features by trial and error: I am a novice at the cashier services but I can learn the system on my own.	3	14	2	2.89
5. Remembering names and use of commands: I can clearly understand buttons or commands.	1	14	4	3.32
6. Performing tasks is straightforward: I need assistance while using the system.	3	15	1	2.79
7. Help messages on the screen: The messages are helpful for me as a merchant.	1	15	3	3.21
8. Supplemental reference materials: The system has help function.	1	15	3	3.21
General Weighted Mean				3.05

Table 4 level of Accuracy on the Satisfaction of respondent on the Inventory System and Point of Sale Services.

Indicators	Needs improvement	Satisfactory	Excellent	Mean
1. System speed: The new system is faster than the traditional system.	1	13	5	3.42
2. System accuracy: I have tested and have trust that reports generated by the Inventory and POS are accurate.	0	18	1	3.11
3. Correcting your mistakes: The system suggests whenever I commit mistake	2	16	1	2.89
4. Designed for all levels of users: Users whether novice or expert can use the system.	1	13	5	3.42
General Weighted Mean				3.21

Table 5 ANOVA table on the significant difference in the Efficacy, Reliability and Accuracy of Inventory System and Point of Sale Service for SMEs when grouped according to position.

Mean	Sum of Squares	df	Mean Square	F-value	p-value
Between Groups	.267	2	.134	.683	.519
Within Groups	3.132	16	.196		
Total	3.399	18			

Table 6 ANOVA table on the significant difference in the Efficacy, Reliability and Accuracy of Inventory System and Point of Sale Service for SMEs when grouped according to enterprise classification.

Independent t-test	t-value	df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
						Lower	Upper
Equal variances assumed	1.041	17	.312	.2074	.19920	-.21282	.62771
Equal variances not assumed	1.089	11.198	.299	.2074	.19055	-.21106	.62595

Table 7 ANOVA table on the significant difference in the Efficacy, Reliability and Accuracy of Inventory System and Point of Sale Service for SMEs when grouped according to years in business.

ANOVA	Sum of Squares	df	Mean Square	F	p-value.
Between Groups	.591	2	.296	1.685	.217
Within Groups	2.808	16	.175		
Total	3.399	18			



PAQIA: The Relationship between Freshman College Students' Academic Performance and the Performance Analysis Quadrants, Interest, and Attitudes in Mathematics 11

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Received: 15 Nov 2022; Received in revised form: 25 Dec 2022; Accepted: 28 Dec 2022; Available online: 31 Dec 2022

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Abstract— *The teaching of the subject Mathematics in the Modern World is one of the new course in the first year college requires teachers to be a high tech teacher-leader or teacher-manager in their respective classrooms. This study surveyed freshmen college students in Math 11(Mathematics in the Modern) on their level of interest, attitudes, and academic performance and did a correlational approach to the gathered data. It also adopted the Performance Analysis Quadrant (PAQ) for employees by Jones (1993 to analyze the relationship of the factors like attitudes towards Mathematics and the level of performance indicated by the freshmen students in the areas of Mathematics. The results showed that: That most of the students have low interest and unfavorable attitude in Math 11(Mathematics in the Modern World) in which most of them have grades of 80 to 84%. The correlation of the level of interest in Math and academic performance is “positive moderate correlation”, while the attitude and level of interest in Math is “positive low or weak correlation”, and the attitude and academic performance is also “positive low correlation.” This implies that as attitude change, the academic performance also changes moderately. “The performance analysis quadrant revealed that most of the students have satisfactory performance but with unfavorable attitudes towards Math 11(Mathematics in the Modern World). Thus, the level of interest can contribute to the attitudes and the academic performance of the students in Math 11.*

Keywords— *Performance Analysis Quadrant, Mathematics 11, TIMMS.*

I. INTRODUCTION

Background

The 21th century challenges offers upgraded of curricula with varied new concepts and approaches and with this, it requires technical and technological knowhow to be able to deliver it in the classrooms. The subject Mathematics in the Modern World is one of the new course in the first year college which requires teachers to be a high tech teacher-leader or teacher-manager in their respective classrooms in order to sell the ideas of the subject to the students. Today, the overall trends in Mathematics are reviewed in the Trends in International

Mathematics and Science study (TIMMS). This serves as another tool for assessing quality and student achievement in science and Math globally. The Philippines participated in the 1999 and 2003 TIMMS which was administered to the fourth and eighth grade levels in 50 countries.

Similar to the NAT results, the 2003 Philippine TIMMS results revealed that Grade Four pupils got higher scores in Math than in Science, with overall achievement rates of 358 and 332, respectively. The scores of Second Year students in Math and Science had only a one-point difference, with scores 378 and 377 respectively. However, all scores fall under the low benchmark of 400

established by TIMMS (as against the advanced benchmark of 625, high benchmark of 550 and international benchmark of 475). Grade four Filipino pupils ranked 23rd in both Math and Science administered to 25 countries; while the Second Year students ranked 41st in Math and 42nd in science to 45 countries. Again, a redeeming result is that compared with the 1999 performance, the Philippines showed the most improvement in both Math and science among the Second Year students of the 45 countries with 33 and 32 points difference from 1999 to 2003. Only one other country Israel, showed at least 30 points increase in average scale scores in Math, while Lithuania did so in Science (Jerry E. Esplanada <http://wiki.answers.com/Q/current-issues-in-the-phil-math-educ>).

During Asian Math Competition ,the Philippines beat Asian Mathematics powerhouses China and Taiwan to emerge as overall champion with 216-medal haul, including 31 gold in the just-ended 2015 Singapore International Math Competition (SIMC) here in the so-called “Lion City”. China bagged 27 gold medals while Taiwan took home 19 gold to place second and third respectively. (www.mtghil.org).

From the result of the National Achievement Test (NAT) in Grade VI by Region and Subject Area, SY 2004-2005, region CAR ranked fourteenth with a mean percentage score (MPS) of 55.0 in Mathematics and lowest in science with a mean of 51.3. While Eastern Visayas ranked number one with 72.1 in Mathematics and lowest in science with 63.7 MPS. In fourth year NAT, region CAR ranked eight with a mean percentage scores of 49.8 in Mathematics and 38.2 in science as the lowest subject. Again Eastern Visayas got the first ranked with 68.9 in Mathematics and lowest in Filipino with 47.8 mean percentage score (Cadalg, 2005).

Generally, there is a common perception that Mathematics is a very difficult subject. As much as possible students tend to avoid taking Math courses. Avoiding Math courses severely restricts the fields a student can study and the jobs one can find nowadays however, many have realized the importance of Mathematics, not only from the point of view of getting an academic qualification at school or college, but is also a subject that prepares one for the future as well, irrespective of which walk of life one chooses to be a part of. (www.mathematics blurtit.com).

Mercer and Jordan (1998) stressed that like any other subjects, there are Math disabilities, which keep children from performing to their full potential in school and beyond. At no time in history has this notion been truer.

According to Hadfield and McNeil (1994) their research-based Mathematics disability characteristics include: learned helplessness, passive learners, memory problems, attention problems, cognitive thinking deficits, low level of academic achievement, and Mathematics anxiety.

Mathematics learning should be carefully examined as one of the subjects in all levels from k-1 to k-12 and then in College. This study tries to assess the student's performance using the quadrant level of learners across the factors that affect their achievements in Mathematics.

Rationale

Assessing the factors that influence student's learning in Mathematics especially the new Mathematics subject in the first college is important to consider especially their academic backgrounds, attitudes, and interests, and the availability of instructional materials and technological facilities. In this study, the four quadrants to analyze the factors affecting the performance of students in Mathematics. This Performance Analysis Quadrant was an approach used to evaluate employee's job performance and it was introduced in the paper of Jones' (1993). His paper is titled “Performance Analysis Quadrant (PAQ) description of the four factors that affects job performance.”

Measuring the achievements of students should not be enough as bases in evaluating how students got there course. Their knowledge and learning attitudes relationship with their achievement are important factors to look at by Mathematics educators. These are two things (knowledge and attitudes) are usually the reasons that made the achievements low or high when these are not discovered and used to strengthen the learners level of learning.

II. THEORETICAL /CONCEPTUAL FRAMEWORK

The study of complex mathematics in the first year college is interesting but the delivery of the lessons of the subject should first consider the level of interest, attitudes, and the initial or stock knowledge of the learners in mathematics. This three level of aspects in learning: interest, attitudes, and stock knowledge are very important in teaching difficult lessons like the Mathematics lessons with unfamiliar solving problem approaches.

In this study, the subject, Mathematics 11 (Mathematics in the Modern World) is something new to the freshmen college students in today's K-12 curriculum. This subject is offered in the first year college which

contains varied but advanced lessons in Mathematics in today's generation. It is the only basic subject in Mathematics offered in College. To the teachers, the subject contains some stranger topics but interesting though somewhat difficult to teach to students with few stock knowledge in mathematics.

One such tool is the "Performance Analysis Quadrant" (PAQ) for identifying the root causes of such problems. By discovering the answer to two questions, "Does the employee have adequate job knowledge?" and "does the employee have the proper attitude (desire) to perform the job?" and assigning a numerical rating between 1 and 10 for each answer, will place the employee in 1 of 4 performance quadrants: Performance Analysis Quadrant (PAQ), Jones' (1993) description of the four factors that affects job performance.

Quadrant A (Motivation): If the employee has sufficient job knowledge, but has an improper attitude, this may be classed as motivational problem. The consequences (rewards) of the person's behavior will have to be adjusted. This is not always bad as the employee just might not realize the consequence of his or her actions.

Quadrant B (Resource/Process/Environment): If the employee has both job knowledge and a favorable attitude, but performance is unsatisfactory, then the problem may be out of control of the employee. i.e. lack of resources or time, task needs process improvement, the work station is not ergonomically designed, etc.

Quadrant C (Selection): If the employee lacks both job knowledge and a favorable attitude, that person may be improperly placed in the position. This may imply a problem with employee selection or promotion, and suggest that a transfer or discharge be considered.

Quadrant D (Training and or Coaching): If the employee desires to perform, but lacks the requisite job knowledge or skills, then some type of learning solution is required, such as training or coaching.

This model shows a performance analysis being used when first presented with a performance problem, the ADDIE or ISD model, an ID model plugged into the ADDIE model to give it further design capabilities, the learning solution, which in turns helps to create the desired performance.

The concepts of Performance Analysis Quadrant (PAQ) by Jones (1993) is likewise applicable to examining students' academic performance. This is illustrated in the diagram below:

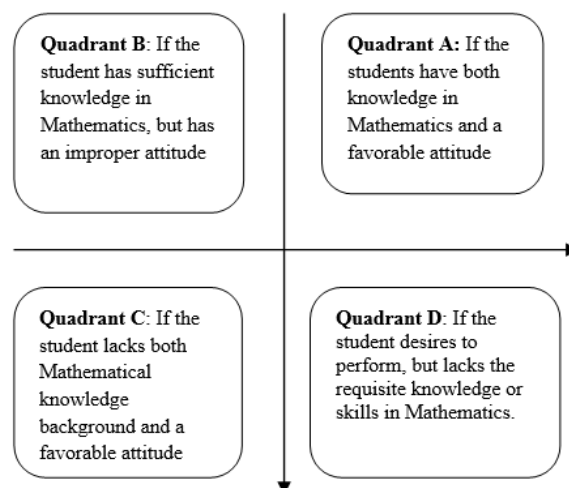
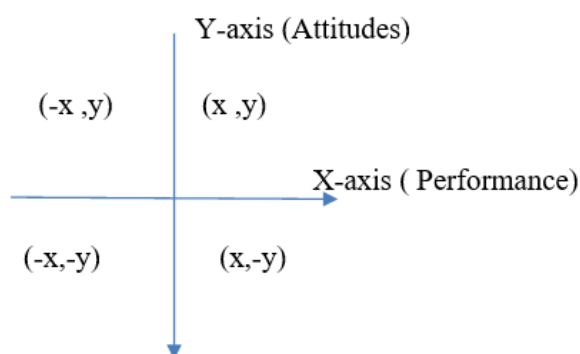


Fig.1- Analysis of the Quadrants



Statement of the Problem

The study shall generally look into the Performance Analysis Quadrant of the students in Mathematics specifically, the Mathematics in the Modern World.

Specific Objectives

It aims to find answers of the following objectives:

- To assess the students' level of interest, attitudes, and their average academic performance (final grades) in learning the subject Mathematics in the Modern World;
 - Is there a high degree of correlations of the level of interest, attitudes, and their average academic performance (final grades) of the students the subject Mathematics in the Modern World?
 - Hypotheses:
 - There is a high degree of correlations of the level of interest, attitudes, and their average academic performance (final grades) of the students in the subject Mathematics in the Modern World.

2. To describe the performance analysis quadrant of the students in learning the subject Mathematics in the Modern World;
3. To determine if there is a significant relationship between the identified Performance Quadrant analysis of the students in Mathematics and their academic performance (final grades);
4. To determine if there is a significant correlation of the level of interest and attitudes towards the subject Mathematics in the Modern World;
5. To determine the basic mathematics subjects which the students would like to undertake before taking the subject Mathematics in the Modern World to refresh their knowledge in Mathematics.

Scope and Delimitation

This study is limited to students enrolled in Math 11 – Mathematics in the Modern World at Dagupan and Bulanao Campus.

III. REVIEW OF RELATED LITERATURE

The study of learning styles has brought great attention the importance of modifying curriculum and unification of the perceptual differences of students. According to Barbe (1981) and Dunn (1988), research has developed more complex and comprehensive models that considers the effect to other elements of a person's unique learning style. For example, Keefe (1987) described three dimensions of personal preferences or styles in learning, as was stated in the dissertation by E. Paul (2001):

- Cognitive styles – information processing to include the way one encodes, Processes,
- Stores, retrieve, and decode information;
- Affective styles – personality dimensions to include attention span, motivation,
- Interests, and emotions; and
- Physiological styles – to include gender behavior, health-related behavior, and physical environmental conditions

Dunn (1989) states that identifying one's learning style is much easier than explaining its existence. Students are affected by their own emotionality, sociological, Environmental and physical preferences. According to Dunn, Dunn and Price (1979) each individual learns through complex set of reactions to varied stimuli, feelings and previously established thought patterns that tend to be present when an individual learns. The learning process is conceived as environmental, emotional, sociological and physiological. The major premise of how individuals learn,

not the skills used in learning, is the foundation for the Learning Style Inventory.

Learning styles research is used in human resource management, sales, team development, counseling, academic applications, and many other fields (Kevin, 2010). Within the Academic applications of learning styles research, there are two general applications of learning styles information that affect classroom instruction and student learning. These two applications (often referred to as "using learning styles" in the classroom) are: 1. the use of learning styles information, surveys, and prescriptions by students to increase self-awareness and study skills. 2. The use of learning styles information, resources, facilities, and surveys by teachers and administration to customize pedagogy and the learning environment.

In Quadrant Analysis, Research America's experts compare consumer opinions on specific qualities of your product to those of your competitors. Statisticians depict the joint location of these two parameters in a two-dimensional quadrant graph so you can immediately identify which critical aspects are most loved and perform well, and where your product's features do not perform as well. Using Quadrant Analysis also reveals which less important aspects outperform your competition and where each company scores poorly in consumer opinion (<https://researchamericainc.com/>).

IV. METHODOLOGY

The study was conducted at Kalinga State University using the documentary analysis and survey method. The descriptive method using the quantitative and qualitative approach in addressing the needs of this study. Its main focus is the description of the relationships of the factor that influence the academic performance of the students using the Performance Analysis Quadrant Survey (PAQS) tool. The results of the survey were reinforced and validated through conduct of interviews with some of the respondents.

Respondents

The respondents of this study used total number of 146 students enrolled in the subject, math 11 (Mathematics in the Modern World) for the first semester 2018 to 2019 at the Kalinga State University for Dagupan Campus.

Instrumentation

The reconstructed survey questionnaires were used to gather for the Performance Analysis Quadrant Survey (PAQS) and the level of interest and attitudes survey data of the students. Since the survey

questionnaire for the PAQS was revised according to the needs of the study, it was subjected to reliability test before it was finalized as an instrument for this study. From the results of the reliability test, it was found that the instrument is deemed reliable since as revealed by the computed $r = 0.86$ which is high reliable.

Data Treatment

The data in the performance analysis quadrant are categorized as: First quadrant (x,x), Second quadrant (-x,y), third quadrant (-x-y) and the fourth quadrant (x,-y).

Performance Analysis Quadrant

(where x-knowledge ;y- attitudes)

A.(x,y); satisfactory performance and favorable attitudes

B.(-x,y), low performance and favorable attitudes

C.(-x,-y), low performance but unfavorable attitudes

D.(x,-y), Satisfactory performance but unfavorable attitudes

While the grades shall be categorized using the 5-point Likertscale as follows: Outstanding, very satisfactory, satisfactory, fair, and poor. The level of interest of students in Mathematics were categorized using the 3-poin scale as follows: high interest, average interest, low interest; and their attitudes are summarized as: very favorable, favorable, and not favorable.

Statistical Tools

The tables of frequency, percentage, and mean was be used to summarize the data. The correlation wasused to determine the significant relationship between the Performance Analysis Quadrant and the academic performance data, the level of interest and attitudes of students in Mathematics.

V. RESULTS AND DISCUSSIONS

This section presents the results, discussions, interpretations, findings, conclusions, and the recommendations of the study.

Table 1. Distribution of Students (Respondents) According to their Level of Interest and the Attitude of towards their Learning in the Subject Mathematics in the Modern World

Level of Interest	Frequency (Students)	Percent	Attitudes	Frequency (Students)	Percent
High interest in Math	9	6	Very Favorable	13	9
Average Interest in Math	77	53	Favorable	32	22
Low Interest in Math	60	41	Not Favorable	101	69
Total	146	100		146	100
Mean (low Interest)	1.65		Mean(Not favorable)	1.39	

The table reflected that the level of interest of the students in the subject Mathematics in the Modern World is described as “low” having a mean of 1.65. On the other side, their attitude towards the subject is also found as “not favorable” “having a mean of 1.39. How it specifically showed under the level of interest in Mathematics that most of the students who were surveyed have average

interest in Math. As they have said in the interview during their first day in class that they are somewhat have interest to learn Mathematics. With regards to their attitudes towards the subject, most of them claimed that they displayed unfavorable attitudes in Mathematics due to its complex in nature.

Table 2- Distribution of Respondents According to their Final Grades in the Subject Mathematics in the Modern World.

Final Grades in Mathematics	Number of Students	Percent
95-100 (Outstanding)	4	3
90-94 (Very satisfactory)	5	3
85-89 (Satisfactory)	32	22
80-84 (Fair)	63	43
75- 79 (poor)	42	29
Total	146	100

Average = 82.41% Fair

Based from the table, the students got an average final grade of 82.41% in the subject Mathematics in the Modern World which is described as “fair.” This is also revealed in the distribution which showed that 63 or 43% out of 146 respondents have grades from 80 to 84%. According to

most of their feedbacks regarding the new curriculum of Math 11, they found the subject very difficult because they are not yet familiar as some of them are not products of the K-12 program. However, it is good that there were four (4) or 3% of them who had grades in between 95 to 100.

Table 3. Summary of Correlations of the Variables such as Interest in Math, Attitudes in Math, and the Academic Performance in Mathematics

Variables	Interest in Math	Attitudes in Math	Academic Performance
Interest in Math	1		
Attitude in Math	0.187907813	1	
Academic Performance	0.606322739	0.07204	1

The summary of correlations among the three variables revealed that the attitude and interest in Math is 0.18 which means low or weak positive correlation, between the interest and academic performance it reveals that there is a moderate positive correlation. And likewise, the correlation between attitude and academic performance, it is found out that there is a very low correlation which is only 0.072. The results validate the reactions of the

students when they were exposed to the problem solving activities on the different topics of the subject in Math 11(Mathematics in the Modern World).However, between the attitudes and academic performance, it was found to be a moderate correlation with R-value =.60.This result implies that the attitudes toward a subject can really affect the result of grades.

Table 5. The Distribution of Students(Respondents) According to the their Performance Analysis Quadrant in Learning the Subject Mathematics in the Modern World

Performance Analysis Quadrant (where x-knowledge ;y- attitudes)	Number of Students	Percent
A.(x,y); satisfactory performance and favorable attitudes	33	23
B.(-x,y), low performance and favorable attitudes	31	21
C.(-x,-y),low performance but unfavorable attitudes	35	24
D.(x,-y), Satisfactory performance but unfavorable attitudes	47	32
Total	146	100

The table of Performance Analysis Quadrant is illustrated below using the X and Y axes in positioning the performance or knowledge of students and their attitudes. In the table it showed that 47 or 32 % of the 146 students who were surveyed, in Math 11 subject, is in quadrant D where-in there is positive X and –Y elements and this described the students as “satisfactory performance but unfavorable attitudes.” While, there were 33 students who

have satisfactory performance and have good attitude towards the subject Math 11(Mathematics in the Modern World). The rest also are 35 or 24% students with low performance and negative attitude or unfavorable attitudes in Math 11. And lastly, there were 31 or 21 % students out of 146 are described to unsatisfactory in performance but favorable attitudes.

Table 6. The summary of Correlation and t-test between the Level of Interest in Mathematics and Attitudes towards the Learning of the Subject Mathematics in the Modern World.

Variables	Mean	Correlation coefficient	R square	t-stat	p-value
Level of Interest in Math	1.65	0.18	3.5%	2.29	.02
Attitude in Math	1.39				

$r = .18$, Low correlation but significant at .05 level

The table reflected that there is a low positive correlation or direct relationship but considered low. However, the t-test described the correlation between interest and attitudes toward Math 11 as significant. This implies that the level of interest can also influence the attitudes or the behavior of students in dealing with Mathematics.

Summary of Findings

The conducted study revealed that the level of interest of the students in the subject Mathematics in the Modern World is described as “low” having a mean of 1.65. On the other side, their attitude towards the subject is also found as “not favorable” having a mean of 1.39. On the performance, the students got an average final grade of 82.41% in the subject Mathematics in the Modern World which is described as “fair.” With regards to correlations result, the summary of correlations among the three variables revealed that the attitude and interest in Math is 0.18 which means low or weak positive correlation, the interest in Math and academic performance it reveals that there is a moderate positive correlation. And likewise, the correlation between attitude and academic performance, it is found out that there is a very low correlation which is only 0.072.

On the PAQ, The table of Performance Analysis Quadrant, the table showed that 47 or 32 % of the 146 students who were surveyed, in Math 11 subject, is in quadrant D where-in there is positive X and –Y elements and this described the students as “satisfactory performance but unfavorable attitudes.” While, there were 33 students who have satisfactory performance and have good attitude towards the subject Math 11(Mathematics in the Modern World). The rest also are 35 or 24% students with low performance and negative attitude or unfavorable attitudes in Math 11. And lastly, there were 31 or 21 % students out of 146 are described to unsatisfactory in performance but favorable attitudes. And lastly, the correlation between the level of interest in Math and their attitude is positive low correlation, however, the t-test revealed that it is significant.

VI. CONCLUSIONS

Based from the findings of the study, the following can be therefore concluded: That most of the students have low interest and unfavorable attitude in Math 11(Mathematics in the Modern World) in which most of them have grades of 80 to 84%. The correlation of the level of interest in Math and academic performance is “positive moderate correlation”, while the attitude and level of interest in Math is “positive low or weak correlation”, and the attitude and academic performance is also “positive low correlation.” This implies that as attitude change, the

academic performance also changes moderately.” Further, that the Performance Analysis Quadrant Survey (PAQS) result revealed that most of the students have satisfactory performance but with unfavorable attitudes towards Math 11(Mathematics in the Modern World). The level of interest can contribute to the attitudes and academic performance of the students in Math 11.

VII. RECOMMENDATIONS

From the conclusions, the following can be recommended:

1. The new Mathematics curriculum, Mathematics in the Modern World requires more enhancement of interest and attitudes of students since the content of the course is not familiar and difficult to them;
2. The teaching and learning of the subject Math 11(Mathematics in the Modern World) should be simplified and interesting activities and projects should be available, probably an instructional material;
3. The performance analysis quadrant (PAQ) tool can be adopted to describe the behavior of students and their corresponding performance.
4. The teachers in Math 11 as well as the chairman may consider standardized syllabus and provide simple but applicable activities(instructional materials) to make their students become interested in learning the new subject in Math (Mathematics in the Modern World) or not, offer the basic mathematics in college to equip the students first on the important basics of Mathematics.

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Bullying Incidents in the Selected Elementary Schools of Tabuk City

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Received: 25 Nov 2022; Received in revised form: 21 Dec 2022; Accepted: 26 Dec 2022; Available online: 31 Dec 2022
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Abstract— This study focused on identifying the present situation of the selected elementary schools in terms of the issue on bullying. Frequency and actions taken to address bullying incidents was gathered using questionnaire and informal interview. The study revealed Bulanao Central School to have the highest number of bullying incidents for school year 2012-2013 and 2013-2014. Tabuk Institute has the least recorded bullying incidents. It is also noteworthy that the highest is a public school and the lowest is a private school. Bullying incidents in almost all school were recorded to be from Grade 4 students. The most common actions taken to address bullying incidents is “teacher and pupil conference” and “home visitation”.

Keywords— Bullying Incidents, psychology study, elementary schools

I. RATIONALE

Every person has the right to be protected against violence and abuse, and children are no exception. Parents are doing all that they can to shelter and keep their children safe from harm. But it is only a matter of time before these children grow, and they will no longer be able to keep a watchful eye on their children all day. Such is the case when children begin to go to school. It is for this reason that the Anti- Bullying Act has been established by the Philippine Government.

Among the biggest fears of parents, and one of the reasons why many consider home- schooling, is that their children might be bullied while within school premises. Sadly, such cases do occur, both in the elementary and high school levels, and even in college (The AseanParent.com (n. d.).

After an Anti-bullying movement in the 2000s and 2010s gained popularity in the United States and United Kingdom, the Charity Act Against Bullying was formed in the United Kingdom in 2003, and National Bullying Prevention Month was declared in the United States in 2006 and in the Philippines, Anti-Bullying Act of 2013 (Republic Act 10627) was signed into law by President Aquino on September 12, 2013 (Geronimo, 2013).

According to a UCLA psychology study, 20 percent of U.S. students in grades

9-12 reportedly have experienced bullying or are feeling bullied, while 28 percent of

students in grades 6-12 report the same. Experts agree that most incidences of bullying occur during middle school.

According to one study cited by the DHHS, 29.3 percent of middle school

students had experienced bullying in the classroom; 29 percent experienced it in hallways or lockers; 23.4 percent were bullied in the cafeteria; 19.5 percent were bullied during gym class; and 12.2 percent of bullied kids couldn't even escape the torture in the bathroom.

Most of the student in the study reported name calling as the most prevalent type of bullying, followed by teasing, rumor-spreading, physical incidents, purposeful isolation, threats, belongings being stolen, and sexual harassment. Surprisingly, cyber bullying occurred with the least frequency.

70.6 percent of teens have seen bullying occurring in their schools – and approximately 30 percent of young people admit to bullying themselves. With so many students seeing what goes on, one has to

wonder why bullying proliferates – especially since the DHHS reports that bullying stops within 10 seconds 57 percent of the time when someone intervenes. Juvonen found in her study that “A simple message, such as ‘Bullying is not tolerated,’ is not likely to be very effective,” and that effective anti-bullying programs need to focus on the bystanders, who can step in and stop the behavior. Bullying rates in America, nearly one in three schoolchildren experience some level of bullying between the grades of six through 10 (Nobullying.com, 2014).

One student in every four in Australian schools is affected by bullying, says recent

research commissioned by the Federal Government.

An estimated 200 million children and youth around the world are being bullied by their peers, according to the 2007 Kandersteg Declaration Against Bullying in

Children and Youth (Kidspot.com.au, n.d.).

In the Philippines, report written by Diaz (updated September 28, 2015) on PhilStar.com, shows that some 31 incidents of bullying are reported every day in schools. “A total of 6,363 cases of bullying in public as well as private elementary and high schools were recorded in 2014, up nearly 21 percent versus the 5,236 documented in 2013,” Cebu Rep. Gerald Anthony Gullas Jr. said, citing a Department of Education report. He said that “Based on a cycle of 201 school days, this translates to at least 31 incidents of bullying every day.”

The DepEd, in its report to the House of Representatives, separately logged a total of 228 cases of “child abuse” in schools in 2014, down from the 999 incidents listed in 2013.

A total of 1,165 incidents of bullying plus 291 cases of child abuse were reported in 2012.

Based from the statistics mentioned above, it is evident that bullying does exist. It occurs not only in school but everywhere. This is alarming considering its impact to the bullied and to those who bully.

The alarming bullying trend in the Philippines motivated the researchers to seek details on school bullying in the different elementary schools in Tabuk City being the center of education in Kalinga. This study will also shed light to how frequent bullying is in the city. This will also stress out whether the programs as mandated by law are implemented to address bullying. It will encourage the stakeholders to safeguard the rights of each student and ensure that every school will be child-friendly where each aspect of the environment is conducive for learning; where children will really be a Zone of Peace as defined by law.

II. CONCEPTUAL FRAMEWORK

Bullying

RA 10627 defined bullying as the use of written, verbal or electronic expression, or a physical act or gesture to cause physical or emotional harm by one student to another student. Bullying can also mean the creation of a hostile school environment, infringement of student rights, and "material and substantial" disruption of the school's education process (Geronimo, 2013). On the other hand, Centers for Disease Control and Prevention defines bullying as any unwanted aggressive behaviour (s) by another youth or group of youths, who are not siblings or current dating partners, involving an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated. Bullying may inflict harm or distress on the targeted youth including physical, psychological, social, or educational harm. A young person can be a perpetrator, a victim, or both (also known as a "bully/victim") (Bullying Research, n.d.).

Environmental Factors

Physical violence in the media may contribute to bullying (Berkowitz, 1984; Smith and Donnerstein, 1998). This is a difficult area to generalize about as some students can watch a lot of violence in the media and not be affected while other students can display higher levels of aggression from watching a lot of violence in the media.

Social factors

Dysfunctional families – Children who bully are 3 times more likely to have family

or parental problems (Stephenson and Smith, 1989). Children who have positive relationships with their parents are less likely to bully (Rigby, 1993; Bowers et al.; 1992).

Bystander Factors

The presence of bystanders can contribute to the bullying (Olweus, 2001). Bystanders can be passive which condones the bullying incident or can prevent others from intervening (Salmivalli, 2001).

Cairns and Cairns (1994) identified the influence of peer groups. While individuals more than groups, exhibit bullying behaviour (Rigby and Slee, 1999), around 85% of bullying incidents happen within peer groups (Atlas and Pepler, 1997). A study on bullying incidents in playgrounds found although bystanders were present in 88% of bullying incidents, they only intervened in 19% of cases (Hawkins, Pepler and Craig, 2001).

Individual factors

The bully's own predisposition. Children who bullied have been reported as being low in empathy and therefore not being sensitive to the plight of others (Enderesen and

Olweus, 2001; Menesini et al.; 1997). Students themselves gave the following reasons for bullying (Rigby, 2008): a) The other child annoyed them; b) To get even; c) For fun; d) Others were doing it too; e) Because they were wimps; f) To show how tough I am; and g) To get things or money.

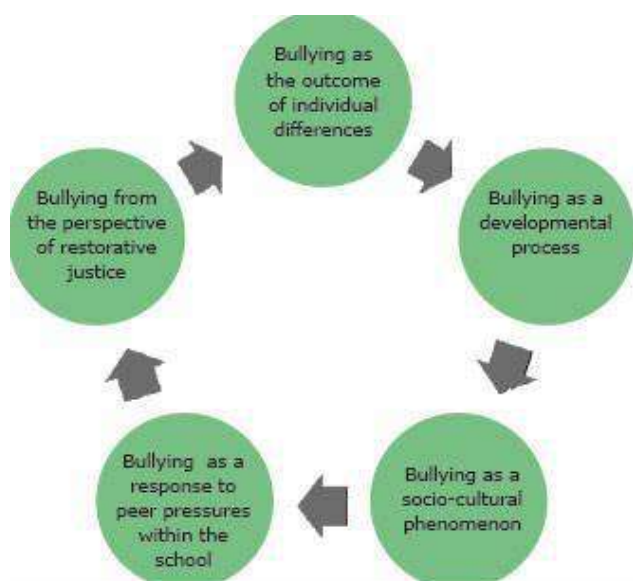
Theoretical Explanations for Bullying Behaviour

Rigby (2004) puts forth a number of different theoretical explanations as to the

potential cause of the bullying behaviour. A summary of these ideas are presented

below in a diagram and accompanied explanation of each factor presented in the

diagram.



Bullying as the outcome of individual differences

This approach suggests bullying results from the differing level of personal power between each student. These differences are either physically or psychologically based.

Bullies tend to be physically stronger than the average student and from a personality perspective, tend to be more aggressive, manipulative and low in empathy (Olweus, 1993).

Victims tend to be physically weaker, introverted with low self esteem (Slee and Rigby, 1993).

School programs based on this perspective tend to focus on changing behaviour of bullies through counselling and/or discipline as well as looking at changing behaviour of victims through social skills and assertiveness training.

Bullying as a developmental process

This approach is based on the belief that there is a natural instinct to dominate, in terms of social dominance, to ensure survival of the species. Initially children engage in more physically direct means of bullying but as they progress developmentally, they adopt less socially offensive means of bullying by replacing them with more indirect means (Rigby, 1997).

This perspective leads schools to adopt programs that positively foster the developmental growth of students and challenges schools to address the subtle changes in bullying as students mature.

Bullying as a socio-cultural phenomenon

This approach takes a broader societal perspective when identifying the cause of bullying behaviour. Bullying is seen as a consequence of the power differential between various social groups in our society based on gender, race, social class, etc. Bullying is more often initiated by boys than girls (Olweus, 1993; Smith and Sharp, 1994). Boys are more likely to bully girls than vice versa (Rigby, 1997).

School programs adopting this perspective develop programs that address

prejudice and discrimination and attempt to increase the cultural sensitivity by introducing a collective and cooperative approach.

Bullying as a response to peer pressures within the school

This perspective sees bullying as group phenomena. Groups are not necessarily tied to race, gender, etc. but exist through a common interest or purpose. Within a school environment, the peer group will often bully another group or individual for a reason (real or imagined) or simply just to have fun. Bullies have admitted to acting as part of a group for half of the bullying incidents they have been involved in (Rigby, 2002). Bullying by individuals is more commonly conducted with the support of a group (Pepler and Craig, 1995, 2007).

School programs working from this perspective focus on groups attempting to utilize the peer pressure of the group to positively influence responsible individual action. The Method of Shared Concern (a staff training resource for bullying) works from this perspective.

Bullying from the perspective of restorative justice

This approach takes an individualistic view of the bully and sees bullying behaviour as a result of the specific and unique psychological and emotional characteristics of the bully. It views bullies as not being able to self regulate with feelings of shame.

Bullies are considered not to have pride in their school nor integrate well into their community (Morrison, 2002). Programs based on this approach believe the school community and significant others should support the bullies as they are provided with opportunity to expose their wrongdoing in a caring environment not a punitive environment. The primary aim is to restore positive relationships among the bully and victim and the whole community.

The act of bullying undoubtedly affects one's life- the one who is bullied, the one who bullied and those who witnessed acts of bullying.

On the part of the one who is bullied, the act of bullying may experience negative issues physically, mentally, and academically. He is more likely to experience depression and anxiety, feelings of sadness and loneliness, health complaints, and

decreased academic achievement (www.stopbullying.gov., n.d.).

The sadder part is that these issues may persist into adulthood which in no doubt may affect the whole lifestyle of victim as well as the security of the community.

Those who bully others may engage in violent and other risky behaviors into adulthood. They are more likely to abuse alcohol and other drugs in the adolescence and as adults, get into fights, vandalize property, and drop out of school, engage in early sexuality, have criminal convictions and traffic citations as adults and be abusive toward their romantic partners, spouses, or children as adults (www.stopbullying.gov., n.d.).

Lastly, kids who witness bullying are more likely to have increased use of tobacco, alcohol, or other drugs; have increased mental health problems, including

depression and anxiety; and miss or skip school (www.stopbullying.gov., n.d.).

Prevention and Control

Bullying can threaten students' physical and emotional safety at school and can

negatively impact their ability to learn. The best way to address bullying is to stop it before it starts. There are a number of things school staff can do to make school safer and prevent bullying (StopBullying.gov).

StopBullying.gov provides information from various government agencies on what bullying is, what cyberbullying is, who is at risk, and how you can prevent and respond to bullying. On this note, it recommends the following ways of preventing at school: 1) Assess bullying in school to determine how often bullying occurs, where it happens, how students and adults intervene, and whether your prevention efforts are working; 2) Engage parents and Youth in the community to work together to send a unified message against bullying; 3) create policies and rules which will establish a climate in which bullying is not acceptable; 4) build a safe environment to reinforce positive social interactions and inclusiveness among students and teachers; and 5) educate students and school staff on the schools rules and policies and give them the skills to intervene consistently and appropriately.

Paradigm of the Study

The paradigm presents the different variables used in this study. The independent variables which are the frequency of bullying incidents and the actions taken in addressing these acts describe the general status of school bullying in the elementary schools of Tabuk City.

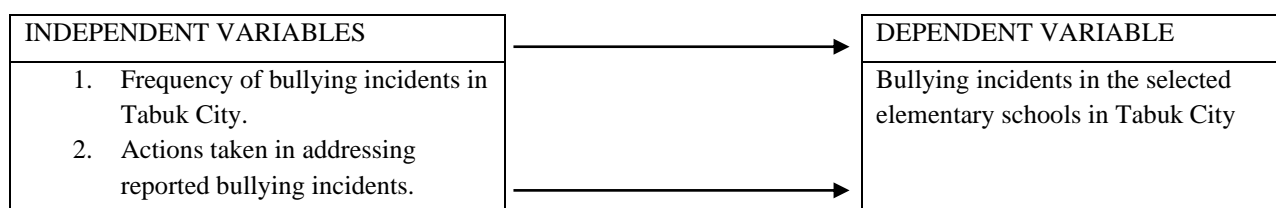


Fig.1. Paradigm of the Study

III. OBJECTIVES OF THE STUDY

This study gives focus on the present situation of elementary schools in Tabuk City in terms of the issue on bullying. Specifically, the study sought to:

1. Determine the frequency of bullying incidents in Tabuk City.

2. Determine the actions taken by the teachers/advisers or school administrators and guidance counselors to address the reported bullying incidents.

IV. SIGNIFICANCE OF THE STUDY

The researchers recognized the results of the study to be significant to the following groups:

Educators. The result of the study will be an eye-opener to the teachers from different levels and schools on the reality of bullying incidents inside the schools. Pieces of information presented in the study will give hints to every teacher to create or develop strategies to counteract the present problem.

DepEd. The result of the study will tip off the department to check the implementation and effectiveness of the policies and programs in the different schools towards the prevention of bullying.

Parents. This study will increase the awareness off parents on the impact of bullying to their children's education and welfare.

V. REVIEW OF RELATED LITERATURE

Republic Act # 10627: Anti-Bullying Act of 2013

Senator Ernesto Angara said the passage of the law is "a huge step" in protecting students from "the earliest forms of violence".

This law is considered by DepEd as a landmark piece of regulation. This enhances the DepEd's existing Child Protection Policy mandating schools to not only adopt policies addressing the existence of bullying inside the campus, but also to conduct a rehabilitation program for victims of bullying. It also urges schools to set up clear procedures and strategies that will protect students who report on acts of bullying to prevent retaliation.

Under this law, students may report anonymously, but the school may not take disciplinary action solely on the basis of an anonymous report. Names of students who committed the act of bullying will also be strictly confidential except to persons involved in the case (school administrators, teachers, parents). Appropriate sanctions will be made by the Secretary of Education on school administrators who will fail to comply with the act's implementing rules and regulations. This applies to both public and private schools, wherein private schools' permit to operate may be suspended (Rappler.com, n.d.).

This law was formerly known as House Bill 5496, the Anti-Bullying Act of 2012 which seeks to promote greater awareness of the impact of bullying and how it can be prevented.

Education Secretary Armin Luistro, in DepEd Memorandum No. 68 series of 2014 has directed officials of all elementary and secondary schools regarding submission of school-based child protection policy and

anti-bullying policies and reports on compliance Bullying (Malipot, 2014). Reports on anti-bullying policies being implemented by schools as well as initial data on bullying are expected six months after the DepEd Order No. 55 s. of 2013 entitled "Implementing Rules and Regulations (IRR) of Republic Act No 10627 or otherwise known as the "Anti-Bullying Act of 2013" took effect on January 3, 2014.

In public schools, Luistro said that "school personnel of kindergarten, elementary, or secondary schools who fail to comply with the provisions" of the Act or the IRR "shall be subject to administrative disciplinary proceedings" in accordance with the Civil Service Rules and the relevant issuance of DepEd.

Based on the summary of child abuse, bullying and sexual abuse cases released by DepEd dated September 19 last year, "80 percent or 1,165 out of 1,456 cases of child abuse that have been reported for the school year 2012-2013 are acts of bullying. The remaining 20 percent or 291 cases include other child abuse incidents including sexual abuse.

The DepEd report, made available to the House of Representatives, is a cause for deep concern. As in other countries, bullying in school, even when it does not involve physical violence, can be just as harmful and, in certain cases, can be deadly. In recent years, student suicides attributed to bullying in schools have been reported in this country (Editorial-Bullied, 2015).

DepEd said that schools in the National Capital Region (NCR) have the highest number of reported cases of abuse with 489 where 443 are cases of bullying and 46 other child abuse cases; followed by Cordillera Administrative Region (CAR) with 228 where 216 are bullying cases and 12 are other child abuse cases and Region VI with 134 where 114 are cases of bullying and 20 other child abuse related cases. Meanwhile, Region X has the least number of reported child abuse cases with only one

case of bullying and four other child abuse related incidents.

The law requires that anti-bullying policies be included in the school's student

and employee handbook; details of the policies should be posted in school websites and school walls; schools shall submit their anti-bullying policies to the Department of Education (DepEd) within six months upon effectivity of the law; bullying incidents in schools must be reported to the division superintendents, who in turn shall report to the Education Secretary; and the DepEd must submit a report on bullying incidents to the appropriate congressional

committee and impose sanctions on school administrators who do not implement anti-bullying policies.

Before the enactment of RA 10627 was passed, the Department of Education (DepEd), since 2012, has adopted DepEd Order No. 40, series of 2012 or the Child Protection Policy to ensure special protection of children from abuse and bullying.

Bullying is now the number one non-academic issue that most educators face, and is one of the top concerns of many parents. Defined as an act of repeated aggressive behavior in order to intentionally hurt another person either emotionally, verbally, or physically, bullying is characterized by an individual behaving in a certain way to gain power over another person. Bullies may behave this way out of jealousy or because they themselves are bullied. When they leave school, they will most likely carry on their bullying in the workplace.

It is hoped that the Anti-Bullying Act of 2012 will help schools create an environment where children can develop their full potentials with suffering bullying from others.

One article on professional development cited that bullying behavior is a complex issue in the area does not identify the supremacy of any one cause of bullying. Below is a summary overview of key factors that are considered to contribute in various ways, to the likelihood of bullying behaviors. The information below is not a complete list of all factors. They do represent major categories of focus with examples of predominant factors of influence within each.

Bullying Prevention and Control Strategies

Addressing and preventing bullying requires the participation of all major school constituencies, school leaders, teachers, parents, and students. By taking organized schoolwide measures and providing individuals with the strategies to counteract bullying schools can reduce the instances of bullying and be better prepared to address it when it happens (Schargel, updated Jan.23, 2014).

School-based bullying prevention programs are widely implemented but not always evaluated. There are promising school-based program elements such as a) Improving supervision of students; b) Using school rules and behaviour management techniques in the classroom and throughout the school to detect, address, and provide consequences for bullying; c) having a whole school anti-bullying policy and enforcing that policy consistently; and d) promoting cooperation among different professionals, and between school staff and parents (Bullying Research, n.d.).

Section 4, Rule III of the Implementing Rules and Regulations of Republic Act

10627 mandates the adoption of Anti-Bullying Policies to address the existence of bullying in their respective institutions. This strategy was also presented by Schargel (updated 2014) in his article "Bullying: What Schools, Parents and Students Can Do".

To address the problems on school bullying, preventive and intervention programs were highlighted by the RA 10627. These include school-wide initiatives centered on a positive school climate among others; classroom-level initiatives that focus on building a positive sense of self and interpersonal relationships through the development of self-awareness and self-management, interpersonal skills and empathy, responsible decision-making and problem-solving among others; and involving parents in bullying prevention activities.

Intervention programs identified by the law to promote the continuity of comprehensive anti-bullying policies includes counseling, life skills training, education, and other activities that will enhance the psychological, emotional and psycho-social well-being of both the victim and the bully.

These may somehow prove that there is a need for a collaborative effort of the stakeholders to seriously address the problem on bullying. As suggested by the Hazeldon Foundation (2016), bullying intervention requires the maximum involvement of various sectors. Interventions were divided into School-level and Administrative Interventions, and Teacher Interventions.

School administrators having the opportunity to address school bullying on all levels of a student's experience are advised to use efforts to create a safer, more positive learning environment. Recommended tips to achieve this is to: a) focus on the social environment of the school; b) assess bullying; c) garner staff and parent support for bullying prevention; d) form a group to coordinate the school's bullying prevention activities; e) train staff in bullying prevention; f) establish and enforce school rules and policies related to bullying; g) increase adult supervision in hot spots where bullying occurs; h) intervene constantly and appropriately in bullying situations; i) focus some class time on bullying prevention; and j) continue the aforementioned efforts over time (Ten Tips For..., 2016).

Several Teacher Interventions was also presented by Schargel (updated 2014) on Huffingtonpost website.

VI. DESIGN AND METHODOLOGY

This chapter gives an overview on procedures, instruments and respondents involved in the gathering and analysis of data.

Research Design

The study made use of the descriptive survey method. A structured survey questionnaire was distributed to the respondents of the study to determine the frequency of bullying incidents in their respective schools. Other method of collecting data was interview which sought to ascertain the respondents' perspectives/ experiences on bullying.

Population and Locale of the Study

The respondents of the study were the grade level advisers of the selected elementary schools of Tabuk City. The grade level teachers keep records of misbehavior of their pupils and have closer encounters with misbehaving students, thus, they give more accurate data regarding the study.

The study focused on the 8 selected elementary schools which are located at the urban barangays of Tabuk City. The selected schools were Bulanao Central School, Tabuk City Central School, Appas Elementary School, Tabuk Institute, Saint Theresitas School, San Juan Elementary School, Casigayan Elementary School, and Southern Elementary School. The data gathered was delimited on the frequency and actions taken to address bullying.

The frequency of bullying incidents were delimited on the records of advisers on the school years 2012-2013 and 2013-2014.

Data Gathering Procedure

The researchers sought permission from the principals for the conduct of study in the selected elementary schools in Tabuk City. Upon approval, questionnaires were given to the class advisers/teachers from grades 1 to 6 of the 8 selected schools. Informal interview was done upon the retrieval of the questionnaires. Juvenile Delinquency and Crime Prevention students (2nd Semester, SY 2015-2016) of the College of Criminal Justice Education helped in the gathering of data.

Data that answers objective number 1 was provided by advisers of Grades 1-6 in the selected elementary schools. Objective Number 2 was answered thru the conduct of informal interview with the advisers.

Data Gathering Tool

The study used survey questionnaire to gather necessary data. The instrument was focused on the grade levels and the recorded bullying incidents from each level. Moreover, the researchers conducted interview to teachers who recorded the highest and least frequency of bullying incidents to verify the collected data and for the purpose of determining the programs or strategies of the school to address the increasing incidents of bullying.

VII. RESULTS AND DISCUSSIONS

The following figures summarized the tallied frequency of bullying incidents from the 8 selected elementary schools in the city of Tabuk on school year 2012-2013.

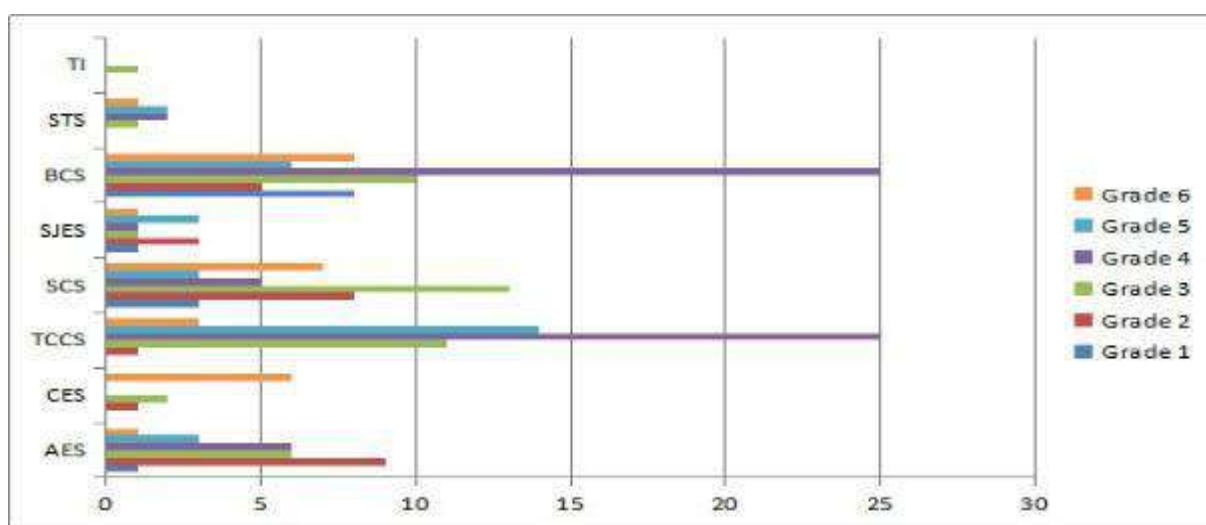


Fig.2. The number of bullying incidents recorded in the selected elementary schools of Tabuk City by grade level in the school year 2012- 2013.

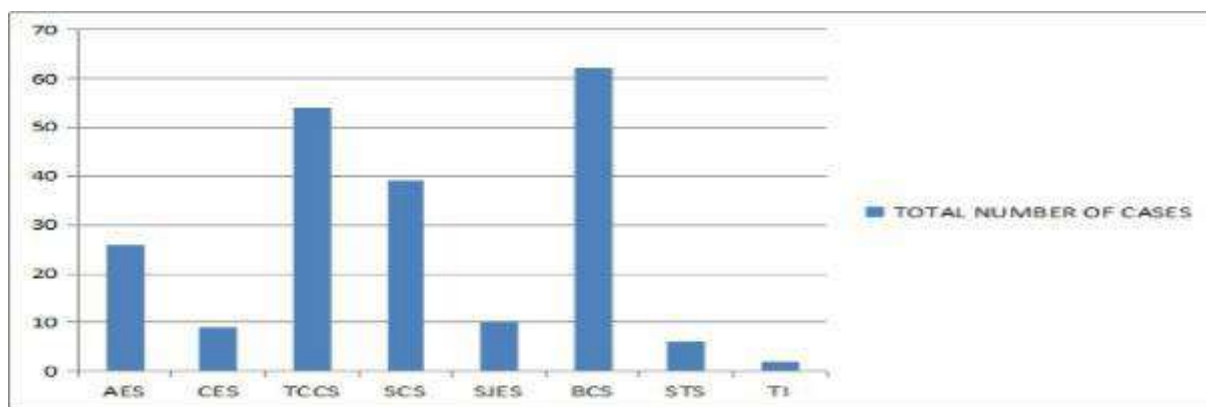


Fig.3. The total number of bullying cases recorded in the selected elementary schools of Tabuk City for the school year 2012- 2013.

From the eight selected elementary schools in Tabuk City, Bulanao Central School had recorded the highest number of bullying incidents with 66 cases followed by the Tabuk City Central School with 54 cases. The cases recorded in the 4th grade level of both schools have contributed much to the high bullying frequency of the two schools as corroborated in Figure 1. Moreover, both schools are considered to be among the big public elementary schools of the city in terms of population and school perimeters.

In contrary, Tabuk Institute has the least recorded bullying incidents in the same school year with 2 cases followed by the St. Theresitas School with 6 cases. Both are private schools.

Furthermore, 31% or majority of the total bullying cases recorded in the 8 selected elementary schools of the city is from the 4th grade followed by the 3rd grade which contributed 22% of the total cases. On the other hand, 6% of the total cases is recorded in the 1st grade.

The total cases recorded from the 8 selected elementary schools contributed 4% to the 5, 236 documented bullying incidents in the country in 2013 by the Department of Education (PhilStar.com).

The following figures summarized the tallied frequency of bullying incidents from the 8 selected elementary schools in the city of Tabuk on school year 2013-2014.

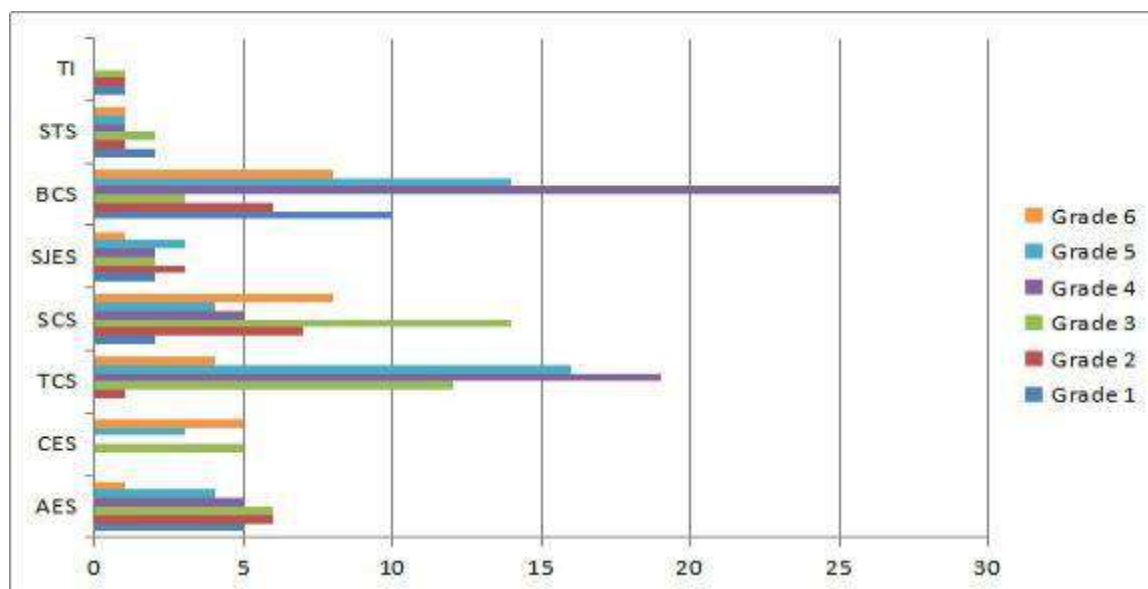


Fig.4. The number of bullying incidents recorded in the selected elementary schools of Tabuk City by grade level in the school year 2013- 2014.

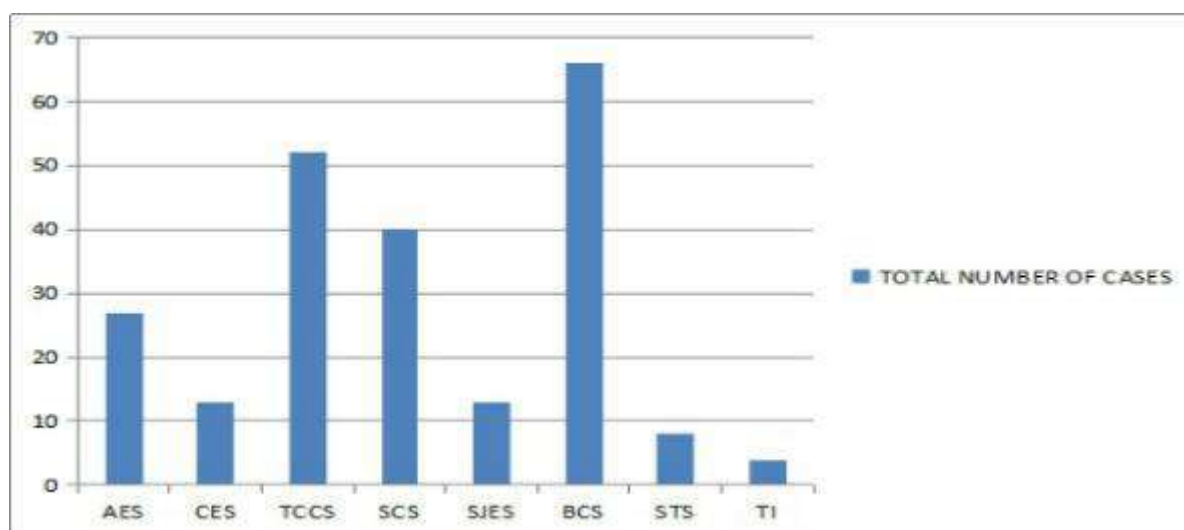


Fig.5. The total number of bullying cases recorded in the selected elementary schools of Tabuk City by grade level in the school year 2013 – 2014.

Among the selected elementary schools, Bulanao Central School again marked the highest recorded bullying incidents with 66 cases followed by Tabuk City Central School with 52 cases in the school year 2013-2014. Tabuk Institute, then again, had the least recorded incidents with 4 cases.

Revealed data could root a thought that public schools are more likely to be prone of bullying cases than the private ones.

Furthermore, 26% or most of the recorded bullying incidents were among the 4th grade level followed by the 3rd and 5th grade level with an equal cases of 45 while 9.6% or the least number of incidents were among 1st grade level.

This case could be rooted from the general characteristics of the children who are in the 4th grade. Children who belong to this age group become more selective of their friends and selection is usually gender-based. They tend to discriminate those whom they do not find to be fitted on their circle of friends. Also, children of this age reach the peak of desiring to conform to others. This may possibly cause a child to bully so as to prove his worthiness in a group (cengagelearning.com). Emotionally, some of the children of this age experience anxiety, low self-esteem, and depression (cengagelearning.com) which could possibly lead them to commit actions like bullying to counteract what they are feeling.

The dramatic number of bullying cases happening among the 4th graders rekindles a bullying story in Tanong Elementary School in Malabon wherein a 4th grade pupil was subjected to a physical kind of bullying by his fellow

4th graders that brought the boy to a critical condition after suffering an internal bleeding in his liver.

Moreover, the total frequency of bullying cases recorded in the 8 selected schools of the city further the 6,363 documented cases nationwide by 4%.

The succeeding figure presents the comparison of the frequency of bullying incidents for the school years.

Despite the issuance of the Department of Education Order 42 on May 14, 2012 supported by the passage of the Anti-Bullying Act of 2013 which mandates the creation of the Child Protection Committee in every school that would implement policies for the protection of a child in schools from abuse, discrimination, and bullying, the number of bullying incidents in public and private schools mark an increase. From 2013 to 2014, the recorded bullying incidents in the 8 selected schools in the city increased by more than 7%.

The data supported the report of the DepEd that the documented bullying cases in the country for the year 2013 increased by 21% in the year 2014.

The recorded data of bullying incidents in the selected elementary schools in the city did not specify the forms of bullying that happened in the school. Also, increasing number of bullying incidents in the country only accounts the number of reported cases. Sixty-four percent of children who were bullied did not report it; only 36 percent reported the bullying (Petrosina, Guckenburg, DeVoe, and Hanson, 2010). Hence, the cited number could be more if bullied children report the incident.

With regards to the actions taken to address bullying, most of the teachers do “teacher and pupil” conference with the bully and the child who is bullied.

They usually do house visitation with children involved to talk with their parents.

As reported by the pupils who were bullied, telling them that bullying wouldn't happen if they acted differently or ignored what was going on are the most harmful things that a teacher can do (Davis and Nixon, 2010).

The actions taken by the grade level advisers in response to cases of bullying were very limited as compared to what was presented in an article found on stopbullying.com and that of Schargel (updated Jan. 23, 2014) which suggests the participation of several groups in

efforts aimed at prevention and addressing bullying incidents.

Also, the conduct of the study revealed that there is no systematic reporting of the bullying incidents within the school which may ignite a consolidated effort of the administration and faculty to really address the problem. This scenario may lead us to have a thought that there are no effective administrative efforts as compared to the school- administrative intervention means and procedures presented by Schargel (2016).

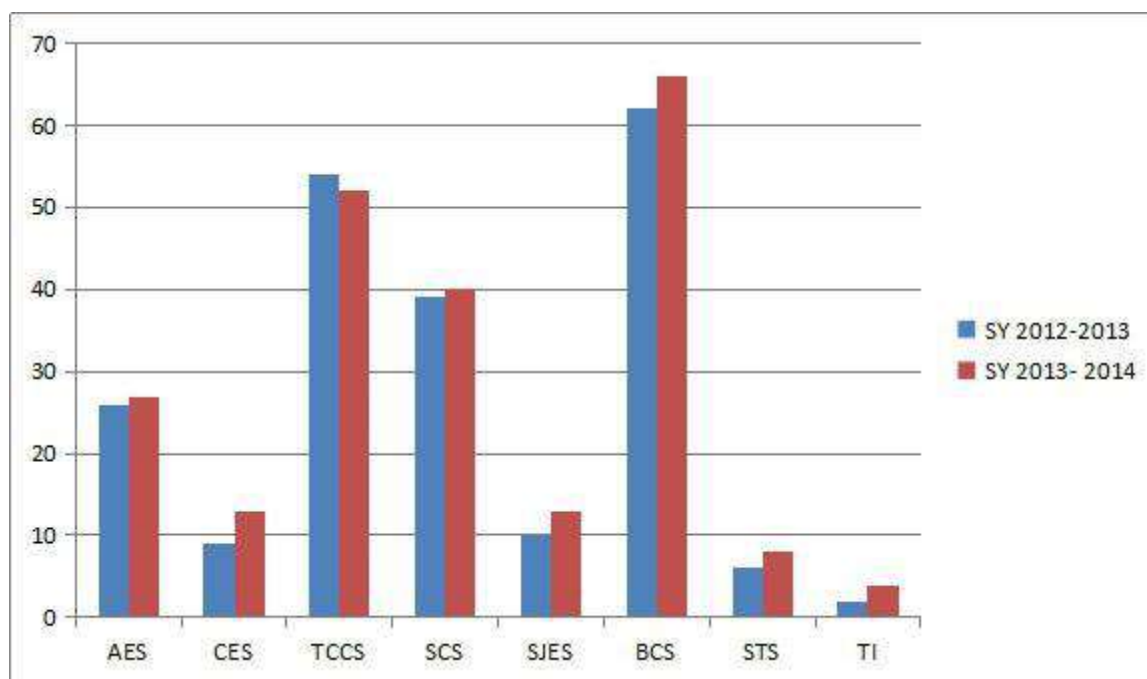


Fig.6. The comparison of data on the total number of bullying cases in the 8 selected elementary schools in the city in the school years 2012- 2013 and 2013- 2014.

VIII. CONCLUSIONS AND RECOMMENDATIONS

This chapter presents the conclusions and recommendations based from the result of this study.

Conclusions

Based on the findings of the study, the following conclusions were drawn: 1) bullying in elementary schools of Tabuk City is minimal but is continuously increasing; and 2) the usual actions taken to address bullying incidents is limited to teacher-victim-bully and teacher-parents interaction.

Recommendations

Based from the findings and conclusions of the study, the following recommendations are made:

1. DepEd and school administrators may consider the conduct of seminars/training that may enable teachers be more sensible and innovative in addressing bullying incidents.
2. DepEd may monitor if every school has organized Child Protection Committee in accordance with DepEd Order 42 that ensures the protection of the child from abuse, violence, exploitation and bullying.
3. Peer intervention may be added as an option in addressing bullying incidents.
4. The conduct of diagnostic investigation may be considered in order to determine the appropriate intervention program for the bully and the bullied.

5. The school may consider the adoption of the recommended ways and means in preventing and addressing school bullying presented in the article written by Schargel entitled "Bullying: What Schools, Parents and Students Can Do."

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Readiness of the Beneficiaries to Engage in Sustainable Livelihood Program (SLP) as basis for intervention

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Received: 15 Nov 2022; Received in revised form: 13 Dec 2022; Accepted: 23 Dec 2022; Available online: 31 Dec 2022

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Abstract— *The study centers on the readiness of the beneficiaries to engage in Sustainable Livelihood Program as basis for intervention. Specifically, it gathered data on the profiles of the respondents as to age, gender, combined family Income, family size, and other sources of income, including the level of readiness of the beneficiaries and the community in the establishment of the Sustainable Livelihood Program their locality. Moreover, the study revealed that the community is fully ready in identifying the project and in project implementation. Additionally, the beneficiaries are ready for Microenterprise Development and in the aspect of Employment Facilitation. It was also revealed that there is no significant difference on the perception of the respondents' level of readiness of community, microenterprise development, and employment facilitation. Hence, the study concludes that the beneficiaries are indeed eager to start-up their SLP plan and the community is very much willing to provide the necessary support for the endeavor. The income of the family might push some families to be motivated and encouraged as members of the SLP. Families are also motivated to join because they see the creation of the SLP as an opportunity to improve their live and earn a living especially during this COVID-19 Pandemic. The real implementation of the SLP is a good evolving process of an organization that merits keen observation for additional knowledge in business management and administration especially in a rural locality with families of minimal income and education.*

Keywords— *readiness, Sustainable Livelihood Program, intervention*

I. INTRODUCTION

Back ground of the Study

The Sustainable Livelihood Program (SLP) is a community-based capacity building program that seeks to improve the program participants' socio-economic status.

SLP is implemented through a two-track program. The first track, the Microenterprise Development Track, supports micro-enterprises in becoming organizationally and economically viable. Meanwhile, the second track, the Employment Facilitation Track, assists participants to access appropriate employment opportunities.

Both tracks are executed based on the Community-Driven Enterprise Development (CDED) approach, which equips program participants to actively contribute to production and labor markets by looking at available resources and accessible markets. The CDED approach

promotes the Local Economic Development (LED) strategy and Value Chain Production of each community.

LED, as defined by The World Bank, "offers local government, the private sector, the not-for-profit sectors and the local community the opportunity to work together to improve the local economy. It aims to enhance competitiveness and thus encourage sustainable growth that is inclusive...The purpose of local economic development (LED) is to build up the economic capacity of a local area to improve its economic future and to improve the quality of life for all. It is a process by which public, business and non-governmental sector partners work collectively to create better conditions for economic growth and employment generation."² Thus, the micro-enterprises and job matches to be developed under SLP shall be based on the LED strategy for each community.

Consequently, SLP would require the various interventions by different partners inside and outside the government.

A value chain, on the other hand, is “a sequence of production, processing and marketing activities: products pass through all activities of the chain in a certain order and, with each activity, the product gains value. In a well-managed value chain, the value of the end-product is often greater than the sum of valued-added” (Porter, M. 1985).³ SLP endeavors to create and develop value chain productions for its program participants. Through SLP, the program participants’ community resources are transformed into products and services and linked to local and national markets through extensive networks of partnerships in both the public and private sector.

Motivated by the Sustainable Livelihoods Approach (SLA) which was successfully crafted by the Department for International Development (DFID) in the United Kingdom, the Sustainable Livelihood Program (SLP) which is a community-based capacity-building program was formed in the Philippines. Adopting the key principles, structures, and processes, the SLP was tailored to fit in the setting of communities especially the people and their culture. It is a program aimed for poverty alleviation by providing identified poor families the appropriate income-generating opportunities through microenterprise or employment, to help improve their level of economic sufficiency.

The Department of Social Welfare and Development (DSWD) is the lead agency in the implementation of SLP which was initiated in January 2011 in the Philippines. The three core programs in the convergence strategy for poverty reduction of the DSWD are the PantawidPamilyang Pilipino Program (4Ps), Kapit-bisig Laban saKahirapan-Community Integrated Delivery of Social Services (KALAHI-CIDSS), and the Sustainable Livelihood Program (SLP). The SLP is being developed as the graduation program for beneficiaries of the PantawidPamilyang Pilipino Program (4Ps), a Conditional Cash Transfer (CCT) Program of the Philippine government. Participants of the program are chosen based on a list known as the National Household Targeting System for Poverty Reduction or the NHTS-PR, which identifies the poor, including their geographic location. Priority is given to the conditional cash transfer or the *PantawidPamilya Pilipino* beneficiaries in order to link them to income-generating opportunities enabling them to sustain development and thus transition from survival to self-sufficiency.

As a program to alleviate poverty, the Sustainable Livelihood Program, requires multiple strategies to be able to respond to a variety of poverty contexts and situations.

The livelihood strategies must be based on informed choices and rooted in the context of the community’s environment, culture, and concerns. This challenges the National Program Management Office together with the implementers (Regional Program Management Office) to continuously innovate and develop new methods and strategies to provide the most appropriate and most effective set of interventions and achieve the intended results of the program. Since its implementation from January 2011 to April 2019, SLP served a total of 723,090 families, of which 620,874 PantawidPamilyang Pilipino Program beneficiaries were linked with public and private partners for either microenterprise development or employment facilitation (Dacio, 2019). Former DSWD Secretary Corazon Juliano-Soliman said that to complement the cash grants provided by PantawidPamilya to the beneficiaries, DSWD also provides them with sustainable livelihood support through SLP to ensure that they will continue to improve their economic well-being (DSWD,2015).

The SLP operates in a two-track system: 1) the Microenterprise Development (MD) and the (2) Employment Facilitation (EF). The MD Track uses the microcredit scheme, wherein participants are provided assistance in the establishment and expansion of their microenterprise. In this track, interventions would help participants to: acquire / improve their entrepreneurial skills; gain knowledge and access to the different opportunities for supplier and client relationships; prepare for enterprise management like group formation, business planning, asset acquisition; establish a new microenterprise or enhance existing microenterprises.

On the other hand, the EF Track facilitates the employment of participants through job matching and skills trainings. It focuses for the participants to: acquire / improve their employable skills; gain knowledge and access to the available job opportunities; prepare for employment, like processing of documents, job application; and, enter employment. After participating in the social preparation and capacity-building activities, the participants are provided with the corresponding assistance based on their chosen tracks. Further trainings are conducted during the implementation process of the program, as well as monitoring and evaluation (Malaya, 2019).

In the implementation of the program, there are six main stages: 1) Area Identification, 2) Participant Identification, 3) Project Identification, 4) Project Review and Approval, 5) Project Implementation, and 6) Monitoring and Evaluation. Stages 1 to 3 are very closely interrelated that during actual implementation, all three

should be considered simultaneously. Stage 6, the last stage, directs the process back to stages 1 to 3, creating a cycle of planning, implementation, and monitoring and evaluation, to ensure that the necessary additional interventions are carried out, until the participants reach the targeted level of economic sufficiency (Bose, 2018).

The program specifically targets the four economic sufficiency indicators of the Social Welfare and Development Indicators (SWDI) of the DSWD: a) employable skills, b) employment, c) income, and d) social security and access to financial institutions. The program facilitates interventions that expand the livelihood asset base of the participants (human, social, physical, natural, and financial capital) to capacitate them in being able to either have gainful employment or successfully manage a micro-enterprise (SLP Field Operational Manual, 2015).

II. CONCEPTUAL FRAMEWORK

In 2011, DSWD launched SLP through Administrative Order 11 Series of 2011 which subsumed SEA-K as the program's Microenterprise Development (MD) track, while also starting a track for individuals seeking wage employment called the Employment Facilitation (EF) track. The program's objective is to improve the socio-economic capacity of the poor by enabling them to manage sustainable enterprises or linking them with job opportunities. MD assistance recipients comprise the majority of the program's beneficiaries. As of the end 2019, SLP reports having provided 1,810,725 households with MD assistance and 454,849 households with EF assistance (DSWD 2019).

To be eligible for SLP assistance, a person should meet minimum age requirements (at least 16 years for MD and at least 18 years for EF) and must belong to a household assessed as poor in the Listahanan, DSWD's poverty registry. Current guidelines limit the number of SLP participants in the same household to two members, and each one should be on a different SLP track than the other. SLP prioritizes assisting household beneficiaries of the PantawidPamilya program – DSWD's conditional cash transfers (CCT) program. 5 Indeed, one of the program's specific objectives is to "sustain and expand the benefits gained" by CCT beneficiaries through the program (DSWD 2011). CCT households clear the poverty requirement because they were identified as CCT beneficiaries using the same poverty registry. CCT households comprise 80.2 percent of all SLP beneficiaries as of end 2019 (DSWD 2019).

Motivated by the request from the 4Ps beneficiaries who graduated from the program and to extend the help of the Provincial General Services Office and part of the

monitoring function of the PGSO, the researcher is motivated and encouraged to pursue the research. Being a member of the community, it is also his personal responsibility to help the communities establish an income generating project so that they will not experience economic dislocation as they graduated from the 4Ps program.

Statement of the Problems

The study centers on the readiness of the beneficiaries to engage in Sustainable Livelihood Program as basis for intervention.

Specifically, this study sought answers to the following questions:

1. Profile of the respondents as to:
 - a) Age;
 - b) Gender;
 - c) Combined Family Income;
 - d) Family Size; and,
 - e) Other Sources of Income
2. What is the level of readiness of the beneficiaries and the community in the establishment of the Sustainable Livelihood Program their locality?

Objectives of the Study

The study intends to assess the readiness of the SLP proposed beneficiaries in the barangays under consideration. It also intends to organize the SLP among 4Ps graduated families to create other avenue for income generation.

Significance of the Study

In a general perspective, this research is of significance to the domain of enterprise development studies as it extends the knowledge base that currently exists in the field. Practitioners, researchers and policy makers have recognized the potential of national economic prosperity and development through the impact of entrepreneurial activity and growth of small enterprises. Huge amounts of development funds have been spent and are being spent on a range of initiatives designed to stir entrepreneurial activity and build the capability of small enterprises. Therefore, research which intends to assist, guide and direct enterprise like SLP are power-house for rural empowerment and economic development.

SLP Implementers. The result will give more insights for a better implementation of the program. Inconsistencies or flaws in the process of implementation could be improved through the facts gathered.

SLP Participants. The participants will understand more if not to appreciate the importance of the program which is to uplift their level of well-being or economic sufficiency through the income-generating opportunities.

The Researcher. This study will enrich the writer's knowledge about the in-depth of the program. Furthermore, it will help her in preparing recommendation/s that could be useful in the improvement of the program. The researcher being a member of the community will be able to provide more information that can help in the establishment of the SLP.

Future Researchers. The result of this study may also be a basis for similar studies in other educational institutions dealing with related research topic.

The Social Action Commission. The outcome of this study will provide more specific information on the sustainable livelihood program of DSWD which may serve a guide for better administration and management of the said program.

Scope and Delimitation of the Study

The study is delimited on the assessment of readiness of the barangay folks in the establishment of a SLP in their communities. It does not venture into a full-blown feasibility study and any connections to financial capability of the community folks.

III. REVIEW OF LITERATURE

A large strand of the literature examines the impact of microcredit in promoting entrepreneurial activity and improving well-being among the poor. A review by Banerjee (2013) of recent studies on microcredit note that while there is some evidence that microcredit access leads to enterprise creation or expansion, there is no strong evidence that microcredit has a positive impact on income or total consumption. A review by Banerjee, Karlan and Zinman (2015) of a largely different set of studies echo the same patterns of impacts on intermediate and final household outcomes. Impacts on specific types of expenditure such as education and health are also absent. Though somewhat more encouraging, there is some evidence of negative effects on income from remittances and government transfers, suggesting increased self-reliance. Systematic reviews of microfinance by Duvenback et al (2011) and Stewart et al (2010) also note mixed impacts.

Several experimental studies show the potential of grants to existing microentrepreneurs to generate increases in business profits, but suggest differential impacts in terms of gender, ability, mode of the grant, and initial firm size. For instance, in De Mel, McKenzie and Woodruff (2008a), cash or in-kind grants of USD 100 or USD 200 were randomized among small non-agricultural microenterprises in Sri Lanka. Treated firms saw a significant increase in profits of about 5 percent per month relative to a grant of USD 100, but returns were lower for

female entrepreneurs and those with less ability (in terms of years of schooling and working memory).

In a similar study, Fafchamps et al (2014) randomized a cash or in-kind grant of about USD120 to male- and female-owned microentrepreneurs in Ghana. They find that cash grants had less impact on profits compared to in-kind grants. This result suggests that giving capital in-kind helps microentrepreneurs overcome the temptation to consume or liquidate the grant.

Moreover, the authors find that in-kind grants only increased profits of female-owned microenterprises with higher initial profits or higher initial capital stock. Owners of such firms tend to be more educated, had been in business somewhat longer, and are likelier to have had a formal loan relative to female microentrepreneurs with low initial profits. Their results suggest that cash or in-kind grants would be less impactful on subsistence microentrepreneurs who may be less able to resist the pressure to consume the grant.

A related line of research provides evidence that livelihood programs combining an asset transfer with a package of supporting interventions, which have come to be known as "graduation" programs, can have transformative and durable effects on the poor. In Bangladesh, Bandiera et al (2013) randomized rural communities to evaluate the impact of a program that provided eligible poor rural women with a productive asset (livestock), classroom training, and regular visits by a livestock specialist and program officers. Both two and four years after the program, target women experienced an increase in labor force participation and total hours worked, and a substantial shift from seasonal wage employment to less seasonal self-employment both in the extensive and intensive margins. Target women also experienced an increase in income, and their households saw an increase in consumption expenditure and food security.

Microenterprises and self-employment are major sources of employment and income for poor and low-income households in the Philippines. In 2017, 28 percent of employed members belonging to the bottom third of the income distribution were self-employed (Philippine Statistics Authority (PSA) 2018). Moreover, 56.6 percent of families in the said income group engage in entrepreneurial activities, which accounted for 25.2 percent of the group's total income (PSA 2018).

Several government agencies implement micro-entrepreneurship programs in order to create livelihood opportunities for poor and marginalized households. The largest such program is the Sustainable Livelihood Program (SLP) of the Department of Social Welfare and Development (DSWD). Launched in 2011, SLP aims to

improve the socio-economic conditions of poor households through livelihood assistance. One of the program's two tracks¹ is the Microenterprise Development (MD) track, where participants are organized into community-based associations and are provided with financial and/or training assistance to engage in household- or group-managed microenterprise projects. The program operates nationwide and is reported to have provided over 1.8 million households with MD assistance by the end of 2019 (Department of Social Welfare and Development (DSWD) 2019).

The design and analysis implemented has several major weaknesses. First, the preintervention variables used for matching do not include our outcomes of interest because of the absence of such data. This may mean that treated and comparison households are imbalanced on pre-intervention outcomes. Second, there is possible bias from participant self-selection and from possible non-random selection target of barangays by the program, both of which we are not able to account for in the matching and analysis. Third, the decision to match households within the same city/municipality may have resulted in spillover effects to untreated households which we do not account for in the analysis. Fourth, we are not able to control for confounding from participation in similar livelihood programs in 2018. Fifth, the impact analysis does not take into account the effects of barangay- or neighborhood-level market size and the quality and timeliness of interventions received by treated households, which may have differential effects on entrepreneurial outcomes. Sixth, the study has insufficient power to detect significant impacts in income, expenditure and savings.

SLP has been subject to a number of process evaluations, but there has been no quantitative evaluation of its impact to date. Our research fills this gap. We evaluate the impact of SLP MD assistance on the labor supply, income, expenditure, income, savings, and capital investment of poor households. MD assistance consists of capacity building, group formation, and a grant or grants for microenterprise development. We focus on MD assistance where the grant component consists solely of the Seed Capital Fund (SCF) – a grant amounting to a maximum of PhP10,000 per beneficiary that can be used to start a microenterprise or as additional capital for an existing livelihood activity. The microenterprise project may be individually-managed or group-managed. The evaluation is implemented through a matching design: SCF recipient households from January 2018 to June 2018 were matched with non-recipient but similarly eligible poor households. Data for the analysis was collected through a survey of 2,592 households in 39 cities/municipalities from February 2020 to July 2020. 91 percent of sample

treated households implemented a group-managed business project.

The SLP recognizes the need to converge efforts with other stakeholders. To achieve the best outcome possible, the DSWD enlists the help of the public sector through National Government Agencies (NGAs), Local Government Units (LGUs), and legislators. It also promotes public-private partnerships with development partners, Civil Society Organizations (CSOs), People's Organizations (POs), the academe, and the business sector (livelihood.dswd.gov.ph/).

In the context of the SLP, the services and activities the SLP renders are called projects. Project is a set of interrelated initiatives or activities to attain a pre-identified and pre-determined goal or goals. Particularly for the program, a project is a planned and executed to be able to address the participants' need for an improved level of economic sufficiency. (SLP Operations Manual, 2015)

The SLP is an extended program for those who have graduated from the 4Ps to sustain their family. This is a part of the micro-enterprise to sustain the beneficiaries of the 4Ps after they are considered off from the 4Ps program. The beneficiaries of the 4Ps after thorough evaluation of the Department of Social Welfare and Development, are delisted from the 4Ps beneficiary level and enrolled in the Sustainable Livelihood Program. They may either establish a cooperative or any enterprise they find sustainable in their locality.

There SLP micro-enterprise already established in the entire province, and as monitored and evaluated by DSWD and then PGSO shows that these are progressing and developing. The Offices are continuously, monitoring these stores and are routinely conducting activities to further the knowledge of the members. These activities include simple book-keeping, financial management, enterprise management, strengthening organization and prospecting new ventures.

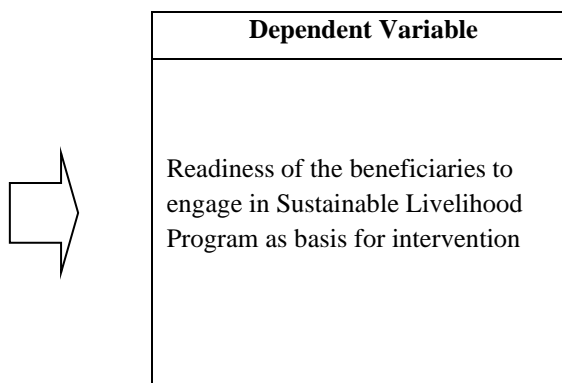
The experience of other barangays prompted the beneficiaries to embark in establishing their own SLP to sustain their living and in furtherance of the 4Ps program. The beneficiaries before the on-set of the SLP should be evaluated so that they will be guided and directed in which enterprise to start. However, the beneficiaries are devoid of the knowledge to start their SLP. It is at this point that the beneficiaries of the concern barangays requested the Provincial General Services Office for support and help. Heeding to such request, the PGSO of Kalinga initiated the organization of the SLP and as an employee working with the PGSO, the researcher is requested to conduct this research as an initial move of the PGSO to help the barangays concern in establishing there SLP.

The research is very timely for the proposed establishment of the SLP in barangays BadoDangwa, Calanan, Malin-awa and Binongsay, Tabuk City. It will also motivate the beneficiaries to organize their SLP because of the help and support of the Province of Kalinga through the Provincial General Services Office (PGSO).

The paradigm of the study consisted of the independent variables such as the level of awareness on the programs of the Sustainable Livelihood Program; level of

Independent Variables
1. Profile of the respondents as to: <ol style="list-style-type: none"> Age; Gender; Combined Family Income; Family Size; and, Other Sources of Income
2. Level of readiness of the beneficiaries

interest on the programs of the Sustainable Livelihood Program; and, support services needed in the implementation of the Sustainable Livelihood Program. The dependent variable on the other hand is the establishment of an SLP in selected barangays of Tabuk City, Kalinga. The research paradigm serves as the ultimate guide in the conduct of the research. It is a capsulized presentation of the objectives of the study.



IV. METHODOLOGY

Locale of the Study

The study was conducted in the City of Tabuk, Kalinga. The study included the barangays of BadoDangwa, Calanan, Malin-awa and Binongsay, Tabuk City, Kalinga. These four barangays were chosen because of the intention of the 4Ps members who graduated to form and establish a Sustainable Livelihood Program to continue and sustain their family income. This research is the response of the Provincial General Services Office of Kalinga to the request of the 4Ps officers for the establishment of a micro-enterprise for the members after they have failed to organized one in their first attempt.

Research Design

The study made use of the descriptive method in the presentation of data on the readiness of the beneficiaries to engage in sustainable livelihood program in the barangays BadoDangwa, Calanan, Malin-awa and Binongsay.

Respondents/Information/ Research Participants of the Study

There are 80 total number of respondents representing the members of the 4Ps who have already graduated.

The total enumeration technique was used.

The distribution of the 4Ps in the four barangays is herein presented in a table form.

Barangay	Number of beneficiaries
Dado Dangwa	20
Calanan	20
Malin-awa	19
Binongsay	21
Total	80

Instrumentation

The questionnaire was the main data gathering instrument. The questionnaire was formulated with the help of the adviser, the Department Head, Assistant Department Head and the two presidents of the 4Ps and presented to the research panel for finalization.

The contents of the SLP Field Manual were reviewed first focusing on the stages and preparation in organizing the SLP and the possible programs offered by the SLP. The group agreed to lift the SLP Field Manual content of stages and possible programs to be introduced. After a series of convergence, the final draft of the questionnaire was designed.

Data Gathering Procedure

A letter-request was forwarded to the Office of the Barangay Captains of the four barangays to inform them of the conduct of the research in their area and to ask for help to facilitate the involvement of the members. A letter was also sent to the four presidents or parent leaders of the 4Ps in the same barangays for the conduct of the study and its

purpose. The presidents/parent leaders were informed in the same letter that the research is conducted in response to their letter to the Provincial General Services Office of Kalinga asking support and help to form a Sustainable Livelihood Program in the barangays concern.

Data Analysis

The research made use of the Four-Likert Scale in measuring the responses of the respondents.

A. Readiness of the beneficiaries and the Community

Arbitrary Values	Statistical Limit	Symbol	Descriptive Equivalence
4	3.25-4.00	VR	Very Ready
3	2.50 - 3.24	R	Ready
2	1.75 - 2.49	LR	Less Ready
1	1.00 - 1.74	NR	Not Ready

Statistical Tools Used

- Weighted Mean
- Analysis of Variance (ANOVA)

V. RESULTS

This section presents the discussion of findings, conclusions and recommendations.

Table 1. Profile of the respondents

Profile	Frequency	Percentage
Gender:		
Male	17	21%
Female	63	79%
Age:		
20-35	36	45%
36-50	24	30%
51 & above	20	25%
Family Income:		
4,000 to 8,000	48	60%
Above 8,000	32	40%
Family Size:		
3-5 members	31	39%
6-8 members	25	31%
9 & above	24	30%
Other source of Income:		
Rice Production	29	36%
Vegetable Gardening	21	26%
Basket Weaving	16	20%
Sari-sari Store	14	18%

The female respondents are 63 or 79% while the males are 17 or 21%.

As to family income 48 or 60% have income from PHP4,000.00 to PHP8,000.00 and 32 or 40% have an income of above Php8,000.00.

Thirty-one or 39% of the families have 3 to 5 members; Twenty-five or 31% of the families have 6 to 8 members; and, 24 or 30 have 9 and above family members.

Thirty-six percent or 29 have rice production as other source of income while twenty-six percent have vegetable gardening as source of income augmentation.

Twenty percent said that basket weaving is their other source of income, while 14 or 18% replied that their other source of income is sari-sari store.

Table 2. Level of readiness of the community in the establishment of the Sustainable Livelihood Program

Indicators	Mean	SD	Description
1. Area Identification	3.14	1.08	Ready
2. Participant Identification	3.15	1.02	Ready
3. Project Identification	3.38	0.93	Fully ready
4. Project Review and Approval	3.25	1.06	Ready
5. Project Implementation	3.33	0.92	Fully ready
6. Monitoring and Evaluation	3.10	1.05	Ready
Average Mean	3.23		Ready

As shown on the table, the community is fully ready in identifying the project and in project implementation.

They are, however, ready in identification of the area where the membership will originate and the participants or members of those who are willing to join.

They are also ready project review and approval and monitoring and evaluation.

In the over-all analysis, they are ready for the establishment of the Sustainable Livelihood Program.

Table 2. 1. Comparison according to moderator variables

Groups	N	Mean	SD	Description
Sex:				
Male	17	3.23	0.25	Ready
Female	63	3.22	0.16	Ready
Age:				
20-35	36	3.18	0.19	Ready
36-50	24	3.16	0.16	Ready
51 & above	20	3.31	0.14	Fully ready
Family Income:				
4,000 to 8,000	48	3.19	0.16	Ready
Above 8,000	32	3.21	0.09	Ready
Family Size:				
3-5 members	31	3.20	0.21	Ready
6-8 members	25	3.25	0.07	Ready
9 & above	24	4.24	0.12	Ready
Other Source of Income:				
Rice Production	29	3.18	0.13	Ready
Vegetable Gardening	21	3.23	0.09	Ready

Basket Weaving	16	3.25	0.20	Ready
Sari-sari Store	14	3.20	0.15	Ready

When these respondents are grouped according to sex, family income, family size and other source of income, they are ready for the establishment of the Sustainable Livelihood Program.

As to age, those age bracket 20 to 35 and 36 to 50 are ready to establish the SLP. Those above 50 are fully ready to engage.

This section presents the level of readiness of the beneficiaries in the establishment of the sustainable Livelihood Program along Microenterprise Development

Table 3. Level of readiness of the beneficiaries in the establishment of the Sustainable Livelihood Program along Microenterprise Development

Microenterprise Development	Mean	SD	Description
1.acquire / improve entrepreneurial skills	3.34	0.99	Fully ready
2.gain knowledge and access to the different opportunities for supplier and client relationships	3.15	1.03	Ready
3. prepare for enterprise management like group formation, business planning, asset acquisition; establish a new micro-enterprise or enhance existing micro-enterprises	3.04	1.10	Ready
Average Mean	3.18		Ready

The beneficiaries are ready for Microenterprise Development as evidenced by the mean of 3.18.

They are also ready in the aspects of gaining knowledge and access to the different opportunities for supplier and client relationships with a mean of 3.15 and also ready in preparing for enterprise management like group formation, business planning, asset acquisition;

establish a new micro-enterprise or enhance existing micro-enterprises with a mean of 3.04.

On the other hand, the same beneficiaries are fully ready to individually acquire or improve their entrepreneurial skills in preparation to the establishment of the Sustained Livelihood program in their locality.

Table 3. 1 Comparison according to moderator variables

Groups	N	Mean	SD	Description
Sex:				
Male	17	3.06	0.24	Ready
Female	63	3.21	0.13	Ready
Age:				
20-35	36	3.05	0.18	Ready
36-50	24	3.24	0.17	Ready
51 & above	20	3.27	0.20	Fully ready
Family Income:				
4,000 to 8,000	48	3.16	0.15	Ready
Above 8,000	32	3.26	0.06	Fully ready
Family Size:				
3-5 members	31	3.15	0.11	Ready
6-8 members	25	3.19	0.18	Ready
9 & above	24	3.18	0.13	Ready

Other source of Income:				
Rice Production				
Vegetable Gardening	29	3.10	0.22	Ready
Basket Weaving	21	3.17	0.27	Ready
Sari-sari Store	16	3.33	0.19	Fully Ready
	14	3.02	0.11	Ready

The beneficiaries are ready for the Microenterprise Development aspect of the SLP irrespective of sex or family size.

As to age those within the age brackets of 20 to 50 are ready while those above 50 years old are fully ready.

As to family income of the beneficiaries, those whose family income falls between PHP4,000.00 to

8,000.00 are ready, while those whose income is above PHP8,000.00 are fully ready.

Those who are engage in Rice Production, Vegetable Gardening, and Sari-sari Store are ready, while those whose other source of income is basketry are fully ready.

This section presents the results on the level of readiness of the beneficiaries in the establishment of the sustainable Livelihood Program.

Table 4. Level of readiness of the beneficiaries in the establishment of the Sustainable Livelihood Program as to Employment Facilitation

Employment Facilitation	Mean	SD	Description
1. acquire / improve their employable skills	3.24	1.07	Ready
2. facilitates the employment of participants through job matching	3.25	0.89	Ready
3. gain knowledge and access to the available job opportunities	3.23	0.95	Ready
4. prepare for employment, like processing of documents, job application	3.15	1.03	Ready
Average Mean	3.22		Ready

In the aspect of Employment Facilitation, the beneficiaries are ready.

They are also ready in all the sub-aspects such as: to acquire / improve their employable skills; facilitates the

employment of participants through job matching; gain knowledge and access to the available job opportunities; and, gain knowledge and access to the available job opportunities.

Table 4.1 Comparison according to moderator variables

Groups	N	Mean	SD	Description
Sex:				
Male	17	3.16	0.12	Ready
Female	63	3.23	0.08	Ready
Age:				
20-35	36	3.10	0.07	Ready
36-50	24	3.28	0.07	Fully ready
51 & above	20	3.33	0.17	Fully ready
Family Income:				

4,000 to 8,000	48	3.13	0.10	Ready
Above 8,000	32	3.24	0.10	Ready
Family Size:				
3-5 members	31	3.13	0.18	Ready
6-8 members	25	3.28	0.16	Fully Ready
9 & above	24	3.27	0.04	Fully Ready
Other Source of Income:				
Rice Production	29	3.16	0.09	Ready
Vegetable Gardening	21	3.23	0.07	Ready
Basket Weaving	16	3.30	0.08	Fully Ready
Sari-sari Store	14	3.29	0.10	Fully Ready

When the beneficiaries are grouped according to sex and family income, they are ready to engage in the SLP. Those age bracket 20 to 35; those with family size of 3 to 5 membership; and those engage in rice production and vegetable production are all ready for the establishment of the SLP.

Those whose age are found within 35 to 50 and above; those whose family membership are 6 to 8 and 9 and above are fully ready. On the other aspect, those engage in basket weaving and sari-sari business are fully ready.

Table 5. Comparison of respondents' profile and the level of readiness of beneficiaries and community in the establishment of the sustainable livelihood Program

	Category	Statistical Test	Computed Value	Critical Value	P	Interpretation
Level of Readiness of Community	Sex	t-test df	0.03 9	1.83	0.49	Not significant
	Age	Anova df	1.44 2/15	3.68	0.27	Not significant
	Monthly Income	t-test df	-0.28 8	1.86	0.39	Not significant
	Family Size	Anova df	0.14 2/15	3.68	0.87	Not significant
	Other source of income	Anova df	0.27 2/30	3.10	0.85	Not significant
Level of Readiness of Beneficiaries along:						
Microenterprise Development	Sex	t-test df	-0.95 3	2.35	0.21	Not significant
	Age	Anova df	1.28 2/6	5.14	0.34	Not significant
	Monthly Income	t-test df	0.04 3	2.35	0.49	Not significant
	Family	Anova	0.05	5.14	0.95	Not significant

	Size	df	2/6			
	Other source of income	Anova df	1.24 3/8	4.07	0.36	Not significant
Employment Facilitation	Sex	t-test df	-0.93 5	2.02	0.20	Not significant
	Age	Anova df	4.33 2/9	4.26	0.048	Significant
	Monthly income	t-test df	-1.62 6	1.94	0.08	Not significant
	Family Size	Anova df	2.21 2/9	4.26	0.17	Not significant
	Other source of Income	Anova df	2.27 3/12	3.49	0.13	Not significant

The statistical data revealed that there is no significant difference on the perception of the respondents Level of Readiness of Community; Microenterprise Development; and, Employment Facilitation. Further, the hypotheses are accepted.

VI. DISCUSSIONS

Microenterprise Development

The beneficiaries are ready to engage in the microenterprise development aspect of the Sustainable Livelihood Program.

The term micro-enterprise, also known as a micro-company, refers to a small business with a limited number of people working. A microenterprise typically operates with less than ten employees and is launched by a bank or other entity with a limited amount of capital advanced. Most micro-enterprises are specialized in providing goods or services to their local regions (Sidney, 2018).

The concept of micro-enterprises and microfinance was established in Bangladesh in the late 1970s as a way of providing people in need with a means of financially and economically supporting themselves.

In 1976, Muhammad Yunus founded Grameen Bank to provide microloan financing for the underprivileged, mostly women. Several organizations have since developed microenterprise initiatives, many of which appeal to people in developing nations (Ignacio, 2018).

The Women and Entrepreneurship report examines the state of small to medium enterprises (SMEs) in the

Philippines, and the contribution that women-owned businesses make to the Philippine economy.

The report provides an overview of the definitions of the different types of enterprises according to Philippine regulation, and the different classifications of ‘small’ and ‘medium’ enterprises based on the total value assets of the business as well as the total number of employees. These small to medium enterprises are viewed as significant contributors to employment and economic growth, and are associated with the formalization of a country’s economy.

The report finds there were around 900,000 registered enterprises in the Philippines in 2019. An estimated 10% of these businesses were classified as small, and less than 1% were classified as medium. Less than 1% of businesses in the country were classified as large, while the vast majority (90%) were composed of micro enterprises. While SMEs have small organizations and thus tend to employ fewer people, the collective contribution of SMEs to employment in the country is significant. In 2019, SMEs accounted for around 32% of jobs in the Philippines, whereas large enterprises accounted for only 38% of jobs in that year (Muray, 2018).

Microenterprises are financed by a unique credit facility, who have no collateral credit history or employment. Such companies serve a crucial role in improving the quality of life for people in developing countries.

Usually, they provide good or service in their communities, such as the production of clothing and footwear, or agriculture. Micro-enterprises not only help business owners boost the quality of life, but they also add

value to the local economy. They raise purchasing power, increase sales, and also create jobs (Mola, 2018).

The establishment of the SLP in communities is made legal by legislative act of the Philippine Congress with the enactment of Barangay Micro Business Enterprises (BMBE's) Act of 2002.

The law hereby declared to be the policy of the State to hasten the country's economic development by encouraging the formation and growth of barangay micro business enterprises which effectively serve as seedbeds of Filipino entrepreneurial talents, and inter-granting those in the informal sector with the mainstream economy, through the rationalization of bureaucratic restrictions, the active granting of incentives and benefits to generate much-needed employment and alleviate poverty (RA 9178).

Barangay Micro Business Enterprise," hereinafter referred to as BMBE, refers to any business entity or enterprise engaged in the production, processing or manufacturing of products or commodities, including agro-processing, trading and services, whose total assets including those arising from loans but exclusive of the land on which the particular business entity's office, plant and equipment are situated, shall not be more than Three Million Pesos (P3,000,000.00) (sec.3, RA 9178).

Problems faced by microenterprise firms under each function area of management (marketing, production, organization and finance) are identified. On the other hand, some of the best practices and coping mechanisms in overcoming the major constraints in the development of MSMEs such as access to finance, technology and skills, information gaps and difficulties with product quality and marketing are also presented (de Vera, 2019).

In the paper entitled "SLPs in the Philippine Manufacturing Industry and Globalization: Meeting the Development Challenges" (Aldaba (2018, p. 19) noted that Philippine SLPs studies have continued to highlight the same major constraints that affect SLP development everywhere in the world such as access to finance, technology, and skills along with information gaps and difficulties with product quality and marketing.

The Senate Economic Planning Office of the Philippines (2018, p. 3) categorizes these constraints as nonfinancial barriers (cost of getting electricity, heavy regulation, high tax rates, and corruption) and financial barriers (access to finance). The lack of access to financing has been identified as the most serious constraint to SLPs growth and development.

In the Philippines, private consultancy firms offer business advisory services to business enterprises whether they are

small, medium or large. No comparative study has yet been made on how many MSMEs and large companies have been helped by these private consultancy firms.

Government agencies, on the other hand, are on the forefront of helping MSMEs through the provision of business advisory services. The Department of Trade and Industry maintains MSME Centers across the country through its Regional Operations and Development Group.

According to the official website of DTI (2018), these centers provide the following services:

1. Provision of business consultancy and or advisory services, and referrals
2. Provision of MSME information brochures, newsprints, business report, and viewing of livelihood tapes
3. Preparation of feasibility studies and business plan
4. Facilitation of business linkages between buyers and suppliers
5. Facilitation of business name registration
6. Coordination of entrepreneurship and management training programs

Another government agency that provides business advisory services to MSMEs is the Department of Science and Technology (DOST) under its Manufacturing Productivity Extension Program (MPEX).

According to the official website of DOST (2018), MPEX assists microenterprises in the manufacturing sector "to attain higher productivity through improvements in the overall operation of the firm". DOST, through its attached agency the Technology Application and Promotion Institute, fields productivity consultancy teams composed of industrial engineers and experts to undertake productivity consultancy services throughout the country. Small Business Corporation is a government financial institution created in January 1991 under R.A. 6977, Magna Carta for Small Enterprises, amended by RA 8289 in 1997 and RA 9501 in 2008. It has the primary responsibility of implementing comprehensive policies and program to assist MSMEs in all areas, including but not limited to finance and information services; training and marketing. This law also helped in establishing microenterprises in rural areas.

According to Mica (2081) of Tanay, Rizal, his group started a microenterprise centering in segregation solid waste and converting such waste into new products. They have successful that DTI is supporting them by giving trainings to improve their product.

Finally, a most thrilling success story can be a corner stone in motivating beneficiaries of the SLP to go full operation and concentration in the chosen business.

Hazel and Roberto Cabe managed a one-hectare banana plantation in the municipality of Quinapondan. In 2016, under the name Triple L, they experimented with home-based processing of banana chips with just 50 kilos of bananas, worth about €30. One year after the production of their first experimental batch, and as their product gained popularity in the neighbourhood, the Cabes decided to set-up a small production facility. They purchased bananas from local farmers, who were happy to have a steady buyer for their products. Gradually, the business grew, and the couple soon had to take on additional employees to keep up with the rising demand.

In 2017, as part of PIN's ESIP project, Hazel received training in product development, business management, marketing, and other business-related topics. PIN connected the Cabes to a variety of microfinance institutions and new potential buyers. In 2019, with support from PIN, the couple signed a large contract with a distributor to 190 outlets, mostly supermarkets in the country's capital, Manila. They also attracted an investor willing to invest in a second production facility. By the end of 2019, they were processing two-and-half tonnes of bananas on a monthly basis, with a value of approximately €9,000. With construction of the second facility underway, the Cabe's future looked promising.

Employment Facilitation

One of the pilot projects undertaken by the Department is the implementation of the Job Network Services to support poor individuals to access employment through the Crisis Intervention Units (CIU) of the Field Offices. The aim of the said strategy is to provide preemployment assistance to augment expenses in securing employment documents, transportation and skills training of participants. Linking clients to employment opportunities is expected to minimize dependency on the Assistance in Crisis Situation (AICS) funds and to eliminate perennial clients who keep coming back for such assistance. It even provides augmentation during the first fifteen (15) days of the participants' employment as he waits for the payment of initial salary.

The Job Network Service pilot project shall now be rolled out nationwide through the Sustainable Livelihood Program. Provision of financial assistance to cover the costs for necessary documents for employment is seen as a crucial input that forms part of the capacity building that SLP seeks to provide its participants who have chosen the Employment Facilitation Track. The SLP will be able to support eligible participants to proactively prepare themselves for employment opportunities that match their skills (Memorandum Circular No.22 Series of 2014).

The Sustainable Livelihood Program - Employment Facilitation Track (SLP-EF Track) is a scheme that facilitates the employment of the PantawidPamilyang Pilipino Program (4Ps) beneficiaries. The SLP-EF Track has much potential to bring the 4Ps beneficiaries closer to reaching the poverty threshold since getting employed would provide additional income to the beneficiaries on top of the incentives provided to them by the 4Ps. For this to be realized, however, the SLP-EF Track would have to be effective in targeting beneficiaries and in identifying employment partners for 4Ps. There is also need for the Department of Social Welfare and Development to reassess its role in employment facilitation and to effectively link the 4Ps to other labor employment programs of government (Ballesteros, et. al, 2018).

On the implementation performance of the program, the study noted that in terms of service delivery, the SLP SEA-K has assisted over 328,989 beneficiaries of the PantawidPamilya Program for both microenterprise development and employment facilitation from 2011 to July 2014. All in all, the achievements using the Microenterprise track is remarkable with a 106% accomplishment rate, which is over the target for the reviewed period. However, the good performance does not apply to Regions IVA, VIII, and XI which only had less than 50% accomplishment rate. One reason is the insufficiency in human resource assigned to assist the beneficiaries. Other reasons for having these outliers are that some PantawidPamilya Program beneficiaries simply do not want to engage themselves in the two tracks, or prefer to be assisted in landing a job and choose not to participate in the Microenterprise track. It is noted, however, that only 2% of the PantawidPamilya Program beneficiaries served under the SLP SEA-K were assisted in terms of employment in both public and private agencies (Ballesteros, 2018).

According to a study on the SLP Microenterprise Development (MD) assistance on labor outcomes, income, expenditure, savings, and capital investment of beneficiaries of PantawidPamilya, DSWD's conditional cash transfers (CCT) program. MD assistance consists of capacity-building, group formation, and grants for microenterprise development. We focus on MD assistance where the grant component consists of the Seed Capital Fund (SCF) – a grant worth a maximum of PhP10,000 per beneficiary household that can be used to start a microenterprise project or as additional capital for an existing livelihood activity. The microenterprise project may be individually-managed or group-managed. Beneficiaries form an SLP Association (SLPA) of five to thirty members. The SLPA is required to recover the grant

from members through contributions or savings from the group business's income. The evaluation is implemented through a matching design: SCF recipient households from January 2018 to June 2018 were matched with non-recipient CCT households. We use data from a survey of 2,592 households in 39 cities/municipalities. In our sample, 91 percent of SCF recipient households were part of a group-managed business project.

The study found that the intervention had a positive impact on the labor supply of CCT grantee spouses, but the impacts are smaller for group-project beneficiaries. Among individual project beneficiaries, the intervention increased the number of hours worked by 9.9 hours per week, and increased the probabilities of being in the labor force and of being employed by 23.1 percentage points and 20.4 percentage points respectively. Among group-project beneficiaries, the estimated increase on the number of hours worked is just 1.6 hours per week, while the impacts on their probabilities of being in the labor force (an increase of 0.5 percentage points) and of being employed (a reduction of 0.5 percentage points) are not practically important. The limited impacts on labor supply suggests that group businesses are not big enough to require employing a large number of their members (Orbeta, et. al. 2019).

VII. CONCLUSIONS

The beneficiaries are indeed eager to start-up their SLP plan and the community is very much willing to provide the necessary support for the endeavor.

The income of the family might push some families to be motivated and encouraged as members of the SLP. Families are also motivated to join because they see the creation of the SLP as an opportunity to improve their live and earn a living especially during this COVID-19 Pandemic.

The real implementation of the SLP is a good evolving process of an organization that merits keen observation for additional knowledge in business management and administration especially in a rural locality with families of minimal income and education.

VIII. RECOMMENDATIONS

It is recommended that proper coordination with concern agencies like the DSWD, DILG and DTI including private institutions and organization should be set as early so lay the foundation for the SLP to be established.

Sizing from the enthusiasms of the beneficiaries, it is proper to motivate them more and start information-

education programs to secure their full support and sustained participation and involvement.

Pre-establishment activities such as setting organizational mission, vision, goals and objectives can be done as early to fix the road-path of the SLP to be organized.

More public discourses are encouraged to bring to the door-step of each member the value and importance of the SLP and how it will be operationalized to help each member for better living.

A future study on the economic impact of SLPs establish in the locality is most encourage to unearth the how far the SL Program have contributed in improving the life of the rural folks in the far-flung areas.

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Exploring the Learning Experiences of Pioneer BS Environmental Studies Students of Kalinga State University

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Received: 12 Nov 2022; Received in revised form: 11 Dec 2022; Accepted: 21 Dec 2022; Available online: 31 Dec 2022

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Abstract— The BS Environmental Studies course is required as a frontline for environmental care, protection, and management. In Kalinga State University, it produced its pioneer BSES graduates in 2022. Individual interviews were employed in gathering the data—this employed phenomenology to qualitative research that focuses on the meaning of lived experience within a particular group. The information gathered was interpreted using the Creswell method. The study participants gained various meaningful experiences both during and after the training, it was discovered. After analyzing the data, the vast majority of the respondents' learning experiences were in a favorable direction.

Keyword— BS Environmental Studies, pioneer, phenomenology.

I. INTRODUCTION

Background of the Study

Environmental degradation, exacerbated by climate change, is one of the most pressing challenges of the 21st Century. Climate change has altered natural dynamics. According to the Intergovernmental Panel on Climate Change's Fourth Assessment Report (2007), the frequency and severity of landslide attacks have increased, resulting in severe flooding and landslides, as well as a decrease in average annual rainfall, both of which have impacted freshwater availability and agricultural productivity (IPCC, 2007).

What's more shocking is that the majority of the observed increase in global average temperatures, which has triggered and exacerbated environmental concerns since the mid-twentieth century, has been due to human activity., is very likely [more than 90% certain] due to the observed increase in anthropogenic greenhouse gas concentrations (IPCC Fourth Assessment Report, 2007).

These issues have highlighted the necessity for those who have received environmental training and education. As a result, environmental science is becoming

a critical instrument for creating a framework for efficient environmental management (CMO 35, 2005).

The first courses or modules in ecology and environmental problems were offered in the Philippines in the 1970s, as Sajise (2008) mentioned. Then, in the 1970s and 1980s, a surge in interest in ecology opened up new avenues for learning about ecosystems and how human activities affect them. Academic institutions are now implementing interdisciplinary research programs and institutionalizing graduate programs. As of press time, more than 50 schools in the Philippines provide bachelor's degrees, 31 master's degrees, and seven doctoral degrees in environmental science. He also stated that creating additional environmental scientific networks strengthened the practice.

One of the country's higher education institutions (HEIs) dedicated to environmental education is the Kalinga State University (formerly Kalinga Apayao State College). KSU approved the offering of BS Environmental Studies on July 16, 1997, through Board Resolution No. 124 series of 1997.

It was offered in 1998 at the Institute of Agriculture and Forestry (now the College of Agriculture).

Still, it was closed in 2002 due to the declined enrolment and no qualified faculty to teach the field. On August 13, 2018, while the CMO is yet to be released by CHED, the provisional curriculum of the BS Environmental Studies was approved through Board Resolution No. 1539 series of 2018. Further, the implementation of this curriculum has been in effect during 1st Semester SY 2018 – 2019, subject to the policies and guidelines of CHED with 16 enrollees.

The Certificate of Program Compliance (COPC) to operate the BS Environmental Studies Program was granted to Kalinga State University on October 5, 2020, through the CHED CAR Order No. 8 series of 2020. The course is now being offered at the College of Agroforestry and Environmental Studies in KSU – Rizal Campus.

While it is true that environmental science is a crucial course as a frontline for environmental care, protection, and management, it is imperative to have a deeper understanding of it - especially for those who are students in the said field. The learning experiences could help shape a better delivery of knowledge from teachers to students and vice versa.

There are few studies on the learning experiences of environmental science students, or even pioneer students, in an HEI. To compare and contrast, Daga's survey on the "Lived Experiences of Pioneering Graduates of the K to 12" indicated that the Department of Education's K to 12 Program is both disliked and admired by the participants. This research, therefore, is geared to understand, up to some level, how the KSU pioneer

environmental science students genuinely feel about the course they chose.

Students become "active participants in the learning process, sharing their experience with a teacher, or as partners in the learning process," according to Nightingale and O'Neil (1994), and there will be an easier and more focused circumstance that can lead to quality learning. Further, Šteh and Kalin (2012) also emphasized the importance of university teachers striving for quality by reflecting on their work, seeking feedback from students, providing optimal work conditions, and creating a university culture where students are increasingly co-designers of the learning process.

Since KSU's pioneer students of BS Environmental Studies are considered "test-driving" the current curriculum, this research encapsulates a holistic approach to student learning and development. It is also a testament to KSU's mission to primarily provide higher and advanced education, professional instruction, and training in the arts, agriculture, forestry, social and natural sciences and technology, and other relevant fields of study (KSU website).

II. CONCEPTUAL FRAMEWORK

This research is guided by David Kolb's Experiential Learning Theory, based on Jean Piaget, John Dewey, and Kurt Lewin's theories, Dixon et al. (1997).

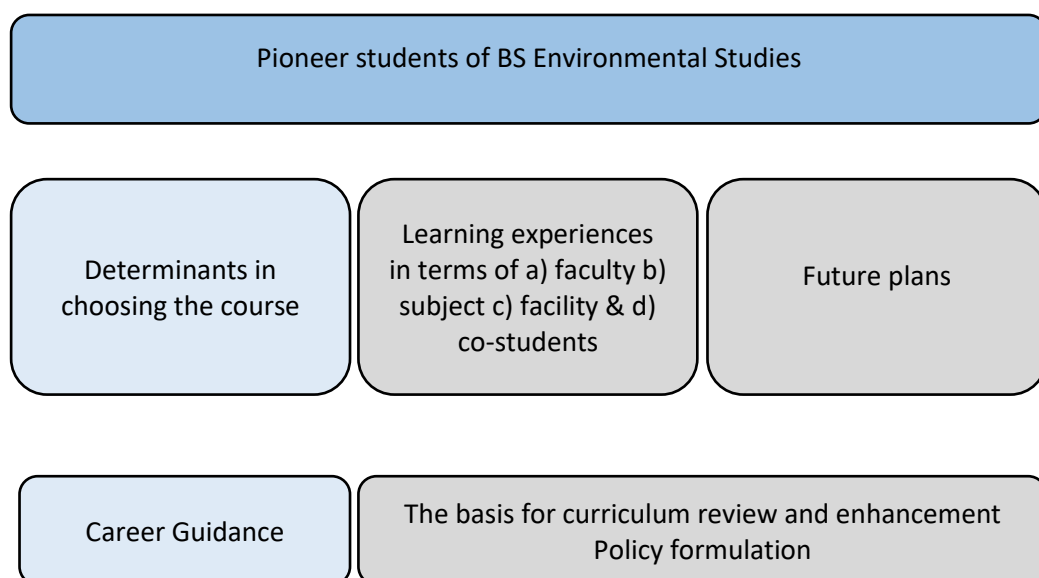


Fig.1. The paradigm of the study

Experiential learning is built on the idea that you can learn by doing, and the best way to learn is to have

experiences or learn via various relevant encounters. In simpler terms, you are learning by doing. Accordingly, this

type of learning is related to active education, action learning, adventure learning, cooperative learning, and the like (Itin, 1999). It is also seen that the said experiences can stick in the mind and help retain information and remember facts.

Kolb's Experiential Learning Theory works in four stages—concrete learning, reflective observation, abstract conceptualization, and active experimentation. The first two stages of the cycle are concerned with grasping an experience, whereas the last two are concerned with altering an experience. It is said that successful learning occurs as the student progresses through the cycle and that the learner can begin the process at any point.

This theory can be deduced as it requires showing directions to learners. As such, teaching plays a vital role in motivating people, as mentioned by Peter Senge, the author of *The Fifth Discipline* (1990). Experiences are significant in fashioning a holistic ability.

Statement of the Problem

Student participation in quality assurance is embedded in each school or educational institution. In KSU, it is emphasized in its Quality Policy – “Kalinga State University is committed to provide quality education...” – where students are the lifeblood of education. However, at times, the contribution of students to achieve excellence is forgotten and neglected.

The study fills in this vacuum and emphasizes the importance of students' involvement in shaping the academic community and learning culture in collaboration with other University stakeholders. It is understood that student participation must be equated and understood as full participation.

Moreover, this research pushes for an environmental science course that is multidisciplinary and includes the experiences of its students to shape a better curriculum to meet the needs and demands of the current atmosphere.

Objectives of the Study

The study sought to explore the mindset, motivation, and learning experiences of pioneer Environmental Studies students of Kalinga State University.

Specifically, it aimed to:

- a. determine the reasons for students in selecting the course;
- b. identify students' learning experiences in their studies, and
- c. cite students' plans after graduation.

Significance of the Study

Primarily, this study generates an authentic partnership with students in the holistic education preached by Kalinga State University. It is significant as it considers the fundamental responsibility of the University to listen and undertake a more active function for its studentry.

In August 2018, a new BS Environmental Studies program was offered. The curriculum is now in the 4th year of its implementation. Due to the demand for environmental protection and actions, the curriculum needs to adapt to the changing views on environmental conservation. As a result, this research can be used to help revise and improve the BS Environmental Studies program. The results will serve as a guide and foundation for suggestions in the policy formulation of the college. Lastly, the results can help the College Guidance and Counseling Office conduct career guidance for incoming first-year students.

Scope and Delimitation of the Study

The study includes the pioneer students of BS Environmental Studies who enrolled in its first offering during the 1st Semester of AY 2018 - 2019. Although most did not pursue the course, sixteen students were listed as the first enrollees and considered part of the respondents. However, only those who responded to messages from the research were included in the results and discussion.

Furthermore, the study focuses only on exploring the learning experiences of these students in terms of their selection of BS Environmental Studies as a course, experiences on faculty and staff, subjects, and facilities, and their plans after graduation.

Due to the COVID-19 pandemic, limited face-to-face data gathering was applied following minimum health protocols.

III. REVIEW OF RELATED LITERATURE

Students are called pioneers if they are the first group to experience curriculum restructuring, wherein every school year, they encounter new subjects first-hand. They are "test-driving" the curriculum for the curriculum designers and faculty members. These students are considered trailblazers; however, they are quality ready (cognitively and emotionally) to face learning tasks when a student has reasons for learning. Also, when a student will link previous knowledge with new knowledge; when a student becomes active during the learning process; and when the environment will offer a student practical support. According to Šteh and Kalin (2012), students have an essential role as partners in the learning community.

Aside from their significant part in the learning process, students' learning experiences also stem from what they have chosen as a course. According to Hussin et al. (2019), the determinants of selection addressed consist of a future career, passion, parental influence, and peer influence. Choosing a course to take in the next level of education is very important as it has a long-term impact on the students themselves.

In addition, new entrants, especially those living in the region, pointed out that institutional location was important in influencing their decision to study and controlled by the quality of life and leisure facilities the part has to offer (Anderson, 1999).

Students as environmental science graduates are also crucial in disseminating correct and proper information for environmental care, protection, and management. Entry-level science opportunities are available for graduates of the BS Environmental Science program. They can work on air and water quality management, energy and resource management, planning and design, waste management, and environmental evaluation, among other things. They can work in private firms, non-governmental organizations, government agencies, environmental impact assessors, conservation and resource management employees, project planning and assessment, and technical professionals. Graduate studies for greater specialization are also encouraged for BS ES graduates (CMO 35, 2005).

IV. DEFINITION OF TERMS

Environmental Studies - is a multidisciplinary academic field that systematically studies human interaction with the environment. Environmental studies connect principles from the physical sciences, commerce/economics, the humanities, and social sciences to address complex contemporary environmental issues.

Learning Experiences - refers to any interaction, course, program, or other experience in which learning takes place, whether it occurs in traditional academic settings (schools, classrooms) or nontraditional settings (outside-of-school locations, outdoor environments). It also includes traditional educational interactions (students learning from teachers and professors) or nontraditional interactions (students learning through games and interactive software applications).

Pioneer - the first cohort of students in curriculum restructuring, experiencing each year of the new program first-hand.

V. METHODOLOGY

Locale of the Study

The study was conducted in Bulbul, Rizal, Kalinga, where Kalinga State University – Rizal Campus is located. The researchers selected the state university since it offers the program BS Environmental Studies.

Research Design

This study is qualitative in approach, specifically phenomenology.

A phenomenology is an approach to qualitative research that focuses on the meaning of lived experiences within a particular group. This design is best suited for investigations where it is essential to understand several individuals' common or shared experiences of a phenomenon. This shared understanding is used to develop practices and policies and develop a deeper understanding of the features of the phenomenon under investigation. In this case, this study sought to explore the learning experiences of pioneer environmental studies students (Creswell, 2013).

Respondents

Respondents of the study are the students of BS Environmental Studies. Respondents are the pioneer enrollees of the course BS Environmental Studies that enrolled in the First Semester Academic Year 2018 – 2019 during its first offering. Drop-outs, shifters, and irregular students were still considered respondents, given that they have acted on the researchers' messages. 12 out of the 16 pioneer students were considered for the study.

Instrumentation

The researchers used an in-depth interview approach to gather sufficient data for this study. The researchers prepared an interview protocol/ guide, checked and validated by KSU – Rizal Campus faculty members.

The researchers prepared a uniform set of open-ended questions and used them to obtain the information pertinent to the study. These questions are within the parameters of the study. Open-ended questions were used throughout the interviews to encourage participants to respond freely and openly to queries. Follow-up questions were used, when necessary, to encourage participants to elaborate on or clarify a response.

Data Gathering

The conduct of this study was coordinated with the chair of the Department of Environmental Studies and the KSU – Rizal Campus Research chair.

Before the conduct of the study, the respondents were sent a message asking them to fill out a survey. The

respondents were informed of the purpose of the study and the extent of their involvement. They took their consent by letting them sign an interview protocol and support, which clearly states their freedom to decide to participate in the study.

The primary source of data is the researchers' constructed interview questions. The participants were allowed to answer the questions in the dialect/ language they were comfortable with.

The interview was conducted individually in a room or area where participants were comfortable sharing their experiences. Minimum health protocols were observed during the conduct of the limited face-to-face interviews. Vaccination cards were asked of the respondents to prepare before the interview.

Data Analysis

The data analyses were based on the participant's responses to the interview questions. The data gathered from the informants was transcribed correctly, categorized, and thematized.

This study follows Creswell's (2013) six steps in the data analysis process.

Step 1: Prepare the data for analysis by organizing and preparing it. The researchers reviewed audiotapes from interviews and transferred them into word document transcripts during this step.

Step 2: Read thoroughly the data. The researchers considered the overall relevance of data to acquire a general sense of the information and opinions offered by the participants. The information was separated into useful analytical components.

Step 3: Begin detailed analysis with the coding process. Coding organizes the data by bracketing chunks and writing a word representing a category.

Step 4: Use the coding process to generate a description setting or people and categories for this analysis. The researchers used this process to create codes for the descriptions, which then led to generalizing a small number of set categories or themes. Then the researchers analyze the themes that emerged.

Step 5: Advance how the description of the themes was represented in the qualitative narrative. For this step, the researchers weaved the emergent themes into narrative passages so that findings emerged logically from the participants' responses.

Step 6: Interpret the meaning of the data. These data were analyzed thematically and according to the objectives of the study. The researchers focused specifically on what they said to convey the participants'

perceptions of their experiences. The participants' responses during the interview were the basis of the researchers in creating meaning for the data.

VI. RESULTS AND DISCUSSION

Reasons of students for selecting the course

Upon the data gathering and analysis, there is a dominant reason why the respondents chose BS Environment Studies (BSES) as a course. Most respondents said they decided on BSES as a "second course." The respondents' term is different from the second course, which means a 'second undergraduate program pursued after a student has finished his first academic degree.' The respondents indicated by "second course" that they shifted to BSES, as they did not pursue their first courses upon entering college.

The respondents chose BSES for several reasons. One respondent mentioned that he decided on BSES over BS Information Technology because of curiosity and that it is near their home. Another said that she chose BSES over BS Agroforestry and BS Information Technology because it is a new course, and she wanted to try it.

One particular respondent answered that she chose BSES because she believes there is a wide variety of job opportunities after graduation. "*Ado pagapplay-an nga trabaho daytoy nga course*," she said.

A similar tone was observed in the respondents' responses for selecting BSES. Most of them said that they chose BSES, particularly at KSU, because of the low tuition the University offers. Aside from the course's location, the low tuition factor was also a significant consideration while choosing a course. One respondent said, "*2nd course ta 1st-course ko ket BSED, no choice, BSAF ni Manang ko sunga BSES met kanyak ken nabababa jy tuition fee compared ejy nagapwak nga private institution*" ("I chose BSES as I did not finish BS Education and my sister is enrolled in BS Agroforestry that is why I chose BSES. Also, the tuition fee is low here in KSU compared to the private institution I came from.")

According to Alba et al. (2020), one factor that affects the most regarding college course decision-making is the family's financial stability. The researchers observed it because there was an undercurrent. Some respondents had difficulty deciding whether to pursue the BSES degree they wanted or the one their family could afford. It is noted that KSU-Rizal Campus has BSES and BS Agroforestry as course offerings. The campus is the nearest state tertiary institution in the Municipality of Rizal, where most of the respondents come from. But it must be noted that despite

this thought, the student's motivation for choosing the course has a promising direction.

Motivations in finishing the course

Most of the students mentioned that they are motivated to finish the course despite the reasons for choosing it. The respondents said that their goal is to complete their studies and learn more about the environment and how they can be a part of the solution to environmental degradation.

One respondent said that shifting to BSES from BS Social Works, although influenced by her older sister, is motivated by the desire to find work after graduation.

Despite most respondents saying that BSES is their "second course," their motivation to finish and give back to their families is the primary reason.

Learning experiences (faculty, subject, facility, and co-students)

The researchers emphasized to the respondents that anything they share, positive or negative, during the interview will be treated with confidentiality. Their responses will not affect their grades in any way, and their answers will purely be for educational purposes.

The respondents shared positive experiences concerning the faculty members who taught them in their major and minor subjects. They appreciated the teachers' thoughtful approach to delivering knowledge to them. One respondent said that the teachers are doing their best to help students cope with lessons. Also, another respondent mentioned that the teachers teach the right things and motivate them when they feel that they could not very well understand the class.

Meanwhile, there are also constructive criticisms that the respondents narrated. One respondent said that the teachers are great companions, but sometimes they do it continuously without breaks when they teach. Another said that teachers are very much helpful in explaining the subject; however, at times, they do not give updates to the class regarding requirements.

One respondent stated that they cannot understand the teachers' lessons during the pandemic due to internet connectivity issues.

One particular response was also directed towards the lack of faculty members wherein one semester; they have more than two subjects taught by only one teacher. The respondent hopes that the faculty members will grow to address this issue in the future.

On the other hand, the respondents deem those subjects in the BSES curriculum overlap, for example, subjects like Benefit-Cost Analysis and Environmental

Valuation; Environmental Economics and Econometrics; and Environmental Sanitation and Solid Waste Management. One respondent said she hoped these subjects could be merged because some of the lessons were becoming repetitive.

One respondent said that the BSES curriculum subjects were very challenging; however, it is good that the faculty members are willing to help the respondents understand the lessons, especially when teachers connect concepts with real-life situations.

Also, at least three respondents mentioned their hope for the BSES curriculum to have an On-the-Job Training (OJT) component. One respondent said that an OJT could help them prepare for their future jobs as graduates of BSES. Another respondent mentioned that an OJT could open doors and windows for them in different government and non-government organizations which deal with the environment.

The last comment of the respondents regarding their subjects in the BSES curriculum is for the course to have 18 units of Professional Education subjects so that after graduation, they can also apply for the board exams (teaching).

The learning experiences of the respondents with regards to the facilities of the campus revolve around lacking laboratory equipment and computers. They said that some laboratory activities could not be performed due to the inadequacy of equipment in the laboratory. The respondents hope to increase the units for computers to accommodate every student, especially during research work.

The respondents' peer learning experiences also are gearing in the positive direction, as most of the respondents will each other study for lessons. Some respondents with more secure internet connections offer their place to their classmates during online classes in the flexible learning modality.

"Tulong-tulong ta basit kami ket ti kayat me ket malpas kami amin. Tulong-tulong in the sense nga we motivate each other ken bagaan suda nu madi ti ar-aramiden da" ("We help each other because we are a small group and want everyone to finish our studies. We help each other in the sense that we motivate each other and tell our classmates if they did something wrong.") one respondent said.

Prospect after graduation

Since the BSES curriculum has no board exam eligibility, most respondents said they plan to take the Civil Service Eligibility Examination after graduation. As a result, agencies like the Department of Environment and

Natural Resources and the Department of Agriculture may be able to help individuals find work.

One respondent said that she would pursue 18 units of Professional Education to teach in the future eventually, and another one mentioned that he would apply to the Philippine Military Academy.

Overall, the respondents would like to find work after finishing the BSES course.

VII. CONCLUSION

1. The reasons for choosing BSES as a course do not necessarily affect the motivations for finishing the course. BSES might not be a priority course for most respondents; however, their motivation for completing the course is a clear path toward a successful future.
2. Most of the responses towards students' learning experiences in the BSES curriculum are geared toward a positive response. These responses mean that the BSES is so far meeting its mandate.
3. Since Environmental Studies is a multidisciplinary field, most respondents plan to work for agencies and organizations connected to the area. The respondents' desire to have eligibility after graduation is a good sign that they are serious about doing great.

VIII. RECOMMENDATION

1. There must be a curriculum review of KSU's BSES curriculum.
2. There must be a convergence and training of schools offering BSES to retool and share best practices.
3. BSES must be promoted to the Kalinga community to increase the enrollees and ignite the passion of senior high school students for the environment.
4. The faculty can do more in-depth research about the learning experiences of BSES students.
5. Integrating BSES subjects into community immersion or outreach programs can help advocacy.

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APPENDIX

Dear Respondents,

Good day!

The BS Environmental Studies faculty members are conducting research entitled "Exploring the Learning Experiences of Pioneer BS Environmental Studies Students of Kalinga State University." Your participation in this survey is highly appreciated. Please answer the following questions according to your experiences.

Your answers will be used for educational purposes, and rest assured that these will not be taken against you.

A. Demographic Profile

Name: _____

Sex: _____

Address: _____

Age: _____

Date of birth: _____

Marital Status: _____

Religion: _____

Ethnicity: _____

B. Lived Experiences

1. What are your reasons for taking up a Bachelor of Science in Environmental Studies? What motivated you to choose the course?

2. What are your experiences in the following during your stay in the college?

a. Faculty

b. subject (course learning)

c. facility

d. Co-students

e. Other: _____

3. What are your prospects after graduation?

4. What organization/agency are you planning to work with?



Production and Marketing of Agroforestry Products in the Municipality of Rizal, Kalinga

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Received: 15 Nov 2022; Received in revised form: 18 Dec 2022; Accepted: 25 Dec 2022; Available online: 31 Dec 2022

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(<https://creativecommons.org/licenses/by/4.0/>).

Abstract— This study was conducted to determine the status of production and marketing of agroforestry products in the Municipality of Rizal, Kalinga from February 10 to April 15, 2022. There were 53 respondents of the study. The descriptive statistics was used. Frequency counts, percent, means, ranks and correlation were used in the analysis and interpretation of data. Most of the respondents are Ilocano, males, married and at age bracket of 51 to 60 years old and had reached elementary level and supporting 5 and above family members. Most agroforestry farmers were cultivating their own sloping land with an area of 1 to 2 ha for more than 10 years and had used their own savings as capital in agroforestry farming. Majority were not affiliated with any organization. Many received financial assistance from government agencies to sustain their farming activities. Many farmers had generated an annual income of about ₱201, 000 and above from agroforestry farming. Generally, farmers' house distance to their farms was 500 meters and below and a distance of 1 km and below from their farms to the market. Farm produced were mostly marketed through word of mouth and usually sold wholesale in local market. However, prices of products mostly fluctuate during peak and lean seasons. From the different agroforestry systems they have adopted, the highest income was generated from their agrocrops. Problems in production, marketing and financial aspects were rated slightly serious. Findings show a significant correlation between annual income and educational attainment, farm size, organizational membership, length of farming experience, distance of house from agroforestry farm and market, and the topography of the farm. Likewise, a significant correlation existed between the seriousness of problems encountered by the respondents to farm size and distance of agroforestry farms to market.

Keyword— Status, marketing of agroforestry products, agroforestry systems, production, intervention plan.

I. INTRODUCTION

Background of the Study

Agroforestry is any land-use system, practice, or technology in which woody perennials are integrated with agricultural crops and/or animals in some form of spatial arrangement or temporal sequence. It is also a dynamic and ecologically-based natural resource management system. It refers to the deliberate introduction or retention of trees on farms to increase, diversify, and sustain production for increased social, economic, and environmental benefits (Atangana et al., 2013).

Additionally, agroforestry systems could generate income from various species, increase food security and

timber; provide environmental benefits, including biological diversity, carbon dioxide fixation, watershed protection, and soil conservation, (Jongrungrot et al., 2014); increase the total farm income through more efficient plot management (lower maintenance and operating costs); increase yields of intercropped fruit trees (for example, more pollination of salacca); introducing other kinds of products in the plots to increase household income (for example changing from harvesting to grafting and selling more Gnetum); adding a source of income to compensate for the lower price of other crops or higher farm laborers' wages (Jongrungrot&Thungwa, 2013).

Traditional agroforestry systems, as one type of land use practice, have a long history of hundreds of years in practice and continue to play an important role in the world, especially in tropical and subtropical areas. In this era of globalization and food security, more and more governments and non-governmental organizations are paying attention to traditional agroforestry systems because of their economic, ecological, and socio-culture benefits. These traditional agroforestry systems have rich agricultural and associated biodiversity, multiple ecosystem services, and precious socio-culture values at a regional and global level (Weiwei et al., 2014).

Agroforestry also plays a complementary role in natural resource management (Jamnadass et al., 2014). It is also globally practiced by smallholder farmers. And to benefit these farmers, the public-private partnerships (PPPs) was created. It is viewed as a way of facilitating benefits to smallholders from market opportunities. There are many well-established agroforestry products, and others considered intermediary and underdeveloped but have the potential to bring livelihood and environmental benefits through further supply chain development

Evidently, within the Indian subcontinent, agroforestry includes a long history. The people's socio-religious fabric raising, caring for, and loving trees is deeply entwined with the subcontinent's culture. Trees suited to agroclimatic and other local variables are extensively incorporated within the region's crops and livestock production systems. Agroforestry's goal is to maximise positive interactions between components so as to come up with a more productive, sustainable, and/or diverse (in terms of land users' needs) system. The aim of agroforestry is to optimize the positive interactions between components so as to attain a more productive, sustainable, and/or diversified (in reference to the land users' need) output from the land than is feasible with other kinds of land use. Agroforestry as a discipline has the potential for taking a number one and catalytic role during this process of change, due to its inherent integrative and multidisciplinary nature, its optimization instead of component-maximization aims, and since of the nice interest shown in it today (Handa et al., 2020).

In the Philippines, agroforestry has been widely accepted mutually of the effective approaches in ensuring sustainability within the uplands. Agroforestry, as a forest management strategy, has been promoted by Community Based Forest Management (CBFM) in response to watershed and forest degradation and temperature change. CBFM cites at Liliw and Sta. Maria Laguna, farmers practiced multilayer tree gardens, shelterbelts/windbreaks-cum and live trellis system (Lalican, 2018)

Moreover, there are four agroforestry systems being practiced all told three Agroforestry Ecological Zones (AFEZ) within the province of Benguet. These are agrisilvicultural (combination of annual crops particularly squash, gabi, sweet potato, rice, or corn plus forest trees specifically Benguet pine or *Alnus*), agrisilvipastoral (combination of rice, corn, gabi or sweet potato including fruit trees and low plus stock typically native pigs, native chickens, and cattle integrated under Benguet pine or *alnus*), silvipastoral (combination of stock particularly cattle under Benguet pine or *alnus*) and, agrisilviculture plus sericulture, (combination of gabi, sweet potato, or rice planted in open areas with coffee planted under Benguet pine or *alnus* plus mulberry cultivated within the open areas for sericulture). Among these agroforestry systems, agrisilviculture was the foremost practiced. These agroforestry systems are situated in areas having greater than 100% slope (which is deemed very strong to very steep slope), have sandy loam soil, experience the kind I climate, with temperature range of 18-28.950 C and mainly rain fed. Coffee, sweet potato, gabi, cassava, corn, and chayote are the common crops cultivated while cattle, native pigs, and native chickens are the stock found in most of those agroforestry systems. On the opposite hand, *alnus* (*Alnus* spp.), and native ipil-ipil (*Leucaenaleucocephala* L) are the dominant nitrogen-fixing trees integrated while Benguet pine (*PinuskesiyaRoyle ex Grodon*) is that the most prominent forest tree cover. Meanwhile, the identified Non-Timber Forest Species (NTFS) are different bamboo species and “rono” (*Miscanthussinensis*) which are sold as pole or trellis, respectively. These are used for fuelwood and fencing. (Macanes et al., 2020).

Similarly, within the province of Kalinga, agroforestry has always been part of their traditional farming practices where they sometimes grow root crops and rice on slopes, supported by trees to forestall eating away. Animal waste and leftover foods also were used as fertilizers. Some tribes within the province plant high-value crops alongside nitrogen-fixing plants, like peanuts and beans. They also used land-management systems where trees and shrubs are grown around or among crops or pastures, as can still be seen within the municipalities of Balbalan, Pasil, Tanudan, Tinglayan and Lubuagan. With this technique, they were able to make the assembly of food, firewood and clothing sustainable, (Berry, 2020).

Furthermore, through CBFM, Kalinga upland farmers now practiced shelterbelt/ windbreaks, live fences, and tree/home gardens. The woody vegetation and fruit bearing crop species altogether the CBFM sites were dominated with rambutan (*Nepheliumlappaceum*), mango

(*Mangifera indica*), *angka* (*Artocarpus heterophylla*), pomelo (*Citrus grandis*), chico (*Manilkara zapota*), coffee species (*Coffea* spp.), pineapple (*Ananas comosus*), and banana (*Musa sapientum*). The forest tree species consists of *yemane* (*Gmelina arborea*), mahogany (*Swietenia macrophylla*), *kakawate* (*Gliricidia sepium*), *ipil-ipil* (*Leucaena leucocephala*), *dao* (*Dracontomelon dao*), *tuai* (*Bischofia javanica*), *narra* (*Pterocarpus indicus*), and *kalumpit* (*Terminalia nitens*). The agronomic crops raised were corn (*Zea mays*), taro (*Colocasia esculenta*), cowpea (*Vigna unguiculata*), black beans (*Phaseolus vulgaris*), eggplant (*Solanum melongena*), and ginger (*Zingiber officinale*) (Wilson & Lovell, 2016).

With the increasing patronization of adopting agroforestry because of its multiple benefits to both human and environment, many are switching from monocropping to some agroforestry systems. However, when it involves marketing, products produced cannot be assured to own the best price. Most of the markets for agroforestry products are imperfect. The markets for agroforestry products aren't effectively organized within the ground reality. Mostly traders and middlemen are the massive players within the market, whereas producers are simple price followers (Raj, n.d.). As such, a well-established market outlet for agroforestry products is important thanks to its significant role in enhancing production and consumption, and in accelerating the pace of economic development. Besides, farmers could gain plenty of income in marketing their agroforestry products. At the identical time, the marketing of agriculture and small-scale forestry products also plays a serious role in smallholders' economies which are both produced and consumed locally. These products are contributing a major role in developing countries because these products make a significant contribution to the Gross Domestic Product (GDP), and their consumption represents a vital part of rural people's expenditure (Kazi et al., 2014).

Marketing is a vital component of tree domestication. Improving the productivity of agroforestry systems can help farmers improve their subsistence lifestyles. As a result, in order to improve the farmers' livelihoods and economic standing, their products must be sold. Farmers' marketing has received little attention and is poorly understood in the past. Understanding market linkages and interactions can help smallholder farmers improve their livelihoods by directing their agroforestry production toward market opportunities (Arinloye et al., 2014).

In the Philippines, the marketing system of agricultural commodities faces several issues and challenges that indicate inefficiencies, which have

become even more difficult. A number of the common issues are: (a) the low prices received by farmers for his or her produce; (b) the multiple layers of market intermediaries in agricultural supply chains; and (c) the limited access to profitable markets (e.g., institutional and export markets). Of all the market actors within the agricultural marketing chain, the little farmers are often the foremost full of these problems (Sumalde & Quilloy, 2015).

But, if there's a marketing efficiency, it can benefit all the key actors during a market chain. Technically, an efficient marketing system is achieved when the resulting marketing costs (including losses) are minimized and therefore the profits or returns of market intermediaries are reasonable—that is, the marketing margin is simply enough to hide the prices of selling services and there aren't any unreasonable profits generated by the market intermediaries (Pabuayan et al., 2013). It ensures higher levels of income for the farmers reducing the amount of middlemen or by restricting the price of promoting services and therefore the malpractices, within the marketing of farm products (Nassè, 2021). Furthermore, the marketing structure and channels of agroforestry products are totally different from other agricultural products because of bulkiness and high weight of wood and other forest products. Only a few research attempts had been made to review the assembly and marketing of agroforestry products. It's at now that continuing research efforts in assessing producers' group marketing performance vis-a-vis the whole marketing system must be pursued (Libredo & Tidon, 1996). Hence, this study takes the cause to investigate the assembly and marketing of agroforestry products within the municipality of Rizal, Kalinga. The most goal of the study is to explore the marketing of agroforestry products and identify the problems/ constraints experienced by the agroforestry farmers in marketing their agroforestry products.

II. Conceptual Framework

The framework of the study employed an input-process-output model (Fig.1). The input variables are the socio-demographic profile of the key informants which comprised of the name, address, municipality, province, age, gender, civil status, ethnicity, educational attainment, number of members in the family, total land area of agroforestry farms, status of land tenure, source of capital, organization/association membership, annual income from agroforestry farming, distance of the house to the agroforestry farm, length of agroforestry experience, distance of agroforestry farm to market, topography of the

farm and assistance received. The status of agroforestry in terms of 4 Ps (product, price, promotion, place) was determined as well as the degree of seriousness of problems encountered by the respondents and the opportunities in marketing the products, and the correlation of the annual income and degree of seriousness of problems encountered to the socio-demographic profile.

Likewise, the process in conducting the study was collection of data, analysis, interpretation, write-up and documentation with the use of a questionnaire (Instrumentation). And, the output was the clear view of the status of production and marketing of agroforestry products in the municipality of Rizal, Kalinga and the most appropriate intervention plan.

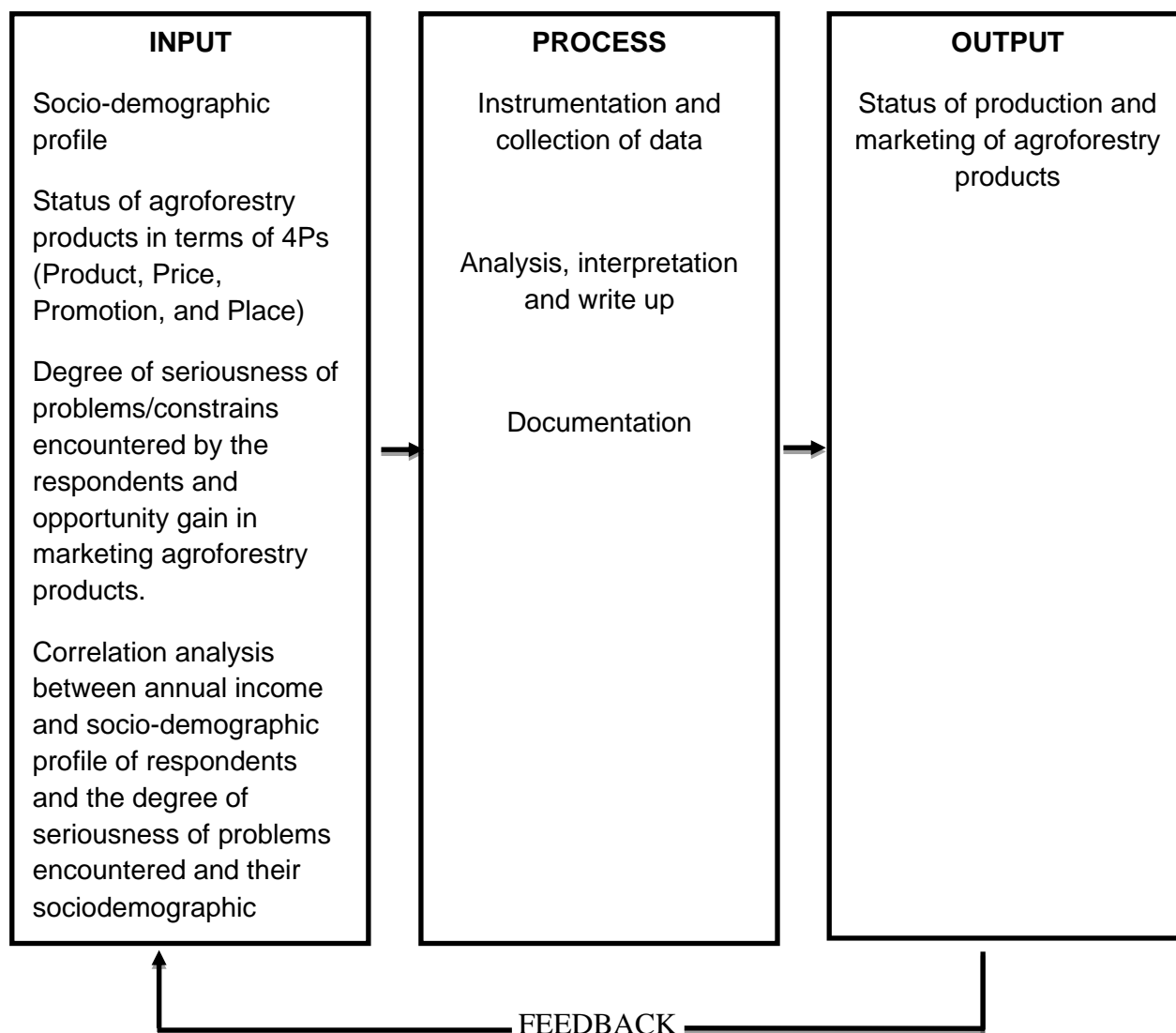


Fig. 1. Framework of the Study

Statement of the Problem

The study sought to determine the production and marketing of agroforestry products in the municipality of Rizal, Kalinga.

Specifically, it sought to answer the following questions.

- a. What is the socio-demographic profile of the respondents?

- b. What is the status of agroforestry products in terms of:

- b.1. product;
- b.2. price;
- b.3. promotion;
- b.4. place

- c. What is the degree of seriousness of the problems/constraints encountered by the

respondents and the opportunities in marketing agroforestry products?

d. What are the correlation between some and among the socio-demographic profile of respondents; farm profile and seriousness of problems encountered by the farmer-respondents?

Objectives of the Study

The study sought to determine the production and marketing of agroforestry products in the municipality of Rizal, Kalinga.

Specifically, the study was guided by the following objectives.

1. To determine the socio-demographic profile of the respondents;
2. To determine the status of agroforestry products in terms of:
 - 2.1. Product
 - 2.2. Price
 - 2.3. Promotion
 - 2.4. Place
3. Determine the degree of seriousness of the problems/constraints encountered by the respondents and the opportunities in marketing agroforestry products;
4. To determine the correlation between some and among the socio-demographic profile of respondents; farm profile and seriousness of problems encountered by the respondents

Significance of the Study

Results of this study will show the flow of marketing of agroforestry products and reveal what problems seriously faced by the Agroforestry farmers and this will then serve as baseline data/inputs for future researchers, extensionists, policy-makers, and program planners who are directly or indirectly involved in promoting agroforestry products

Scope and Delimitation of the Study

This study was conducted to determine the Production and Marketing of Agroforestry Products in the Municipality of Rizal, Kalinga. It will be delimited in finding the agroforestry status in terms of 4Ps, the degree of seriousness of problems encountered, the correlation between some and among demographic profile of respondents; farm profile and seriousness of problems encountered by the respondents and the recommended intervention plan.

Review of Related Literature

Agroforestry system is a viable response to agricultural extensification and intensification problems because it exemplifies a nature-based solution that has the potential to enhance soil health and supply economic benefits (Legaspi et al., 2021). It bridges the gap that usually separates agriculture and forestry by building integrated systems that address both environmental and socio-economic objectives. It can improve the resiliency of agricultural systems and mitigate the impacts of temperature change, (Miller et al., 2017) and a serious climate-smart agriculture option because it combines sustainable production with adaptation and mitigation of temperature change (Vaast et al., 2015).

Apparently, soil improvement under trees and agroforestry systems is in great part associated with increases in organic matter, whether within the type of surface litter or soil carbon. Therefore, besides their role in above-ground carbon sequestration, agroforestry systems even have an excellent potential to extend carbon stocks within the soil and definitely merit consideration in mechanisms that propose payments for mitigation of gas emissions to cut back temperature change (Pinho et al., 2012). Moreover, it can sustainably managed non-forest land and has the potential to bring multiple benefits to farmers like increasing the contribution (decreasing negative effects of temperature change and increasing farm income) from agroforestry (Pandit et al., 2013); improve agronomic productivity, carbon sequestration, nutrient cycling, soil biodiversity, water retention, pollination; reduce eating away and therefore the incidence of fireplace and supply recreational and cultural benefits, (Sollen-Norrlin et al., 2020); has the best potential in mitigating global climate change and for carbon sequestration of all the land uses analysed within the land-use and land-use change as reported by the IPCC (Jose & Bardhan, 2012).

Besides, some 100 distinct styles of agroforestry are practiced worldwide with farmers integrating trees or shrubs among annual herbaceous crops. These deliver a good range of advantages to farmers and to the encompassing landscape, including organic process (from the employment of legume tree-based farming systems), cost-saving by reducing the necessity for synthetic fertilization, and therefore the production of additional food, fruit, fuel, and fodder. A key advantage is that farmers can integrate trees without large financial investment. Where they're given support to try and do so, dramatic transformations are achieved at scale, like within the "regreening" (Agroforestry, 2019).

In Ethiopia, agroforestry is their ancient practice, thus farmers are too much familiarized with it. Agroforestry is the basic extension package that

contributes incredible benefits via socio-economic and environment (BekeleJiru, 2019).

Moreover, many farmers in Mindanao transformed their farming system from monocropping to agroforestry producing a variety of annual and perennial crops. The majority of smallholders falcata-based farmers practiced different agroforestry, but with different forest tree crops, agricultural crops and animals. It was perceived that growing different crops at the farm provides income stability and increases self-sufficiency. The agroforestry systems practiced in Northern Mindanao are somewhat similar to that of Nueva Vizcaya, Benguet, and Quezon where alley cropping and multi-storey systems dominate. In Southern Philippines, parkland system, natural vegetative strips, block planting, and border planting were commonly adopted (Palma et al., 2020).

The marketing system for agroforestry wood and non-wood products wasn't identical, and a completely non-commercialized marketing structure was found for non-wood forest products. These products were either sold on the farm gate or presented freely due to unawareness. The marketing channels of wood logs were found different from product to product. Farmers sold the entire trees or the blocks to some local assemblers, thus market exploitation situations prevailed, and that they offered fewer prices for wood logs (Peerzaddo&Magsi, 2018). additionally, smallholder farmers, who are mostly in rural areas, often don't have access to information regarding prices in urban areas; they mostly sell at farm-gate prices to local traders who on their part have access to cost and market information prevailing in other markets (Pandit et al., 2018).

A marketing system consists of other product flows called marketingchannels, a spread of firms (middlemen--private or public agencies), and various business activities (marketing functions). Market channels contain four primary components: products, agents, activities, and input. Many agents are involved in moving products along market channels. They include farmer-producers, collectors, local dealers, regional dealers, processors of stuff (produsenbahanmentah), processors of semi-processed materials (produsenbahanbaku), manufacturers (produsenbarangjadi), wholesalers, marketing agents and consumers. The activities conducted by these agents include: production, collection, transportation, sorting, grading, processing, manufacturing, storing and selling. Various inputs are required to maneuver the products along the market channel to rework them from stuff to a finished product and transfer it from the farmer-producer to the patron. These inputs include: labor, information, skills, knowledge and capital (Arlino et al., 2014).

A marketing channel is described because the set of individuals, organizations, and activities that employment together to transfer goods (products and services) from the purpose of origin to the purpose of consumption. the first purpose of a marketing channel is to form a connection between the organization that makes a product or service and prospective customers who might want to buy it (Watson et al., 2015). Additionally, a marketing channel consists of people and firms involved within the process of constructing a product or service available to be used or consumption by consumers or industrial users. Marketing channels are the ways in which goods and services are made available to be used by the consumers. All goods undergo channels of distribution, and marketing depends on the way goods are distributed. The route that the merchandise takes on its way from production to the buyer is very important because a marketer must decide which route or channel is best for his particular product (Key, 2017).

III. METHODOLOGY

Locale of the Study

The study was conducted within the different barangays in the municipality of Rizal, Kalinga with existing agroforestry farms. The respective barangays covered in the study include Macutay, San Quintin, Liwan West, Bulbul, Kinama, San Pedro, and San Francisco.

Research Design

This study used a descriptive statistic in analysing the data. A structured questionnaire was designed as the primary tool to gather relevant data. Likewise, direct observation, field visitation and documentation were employed to collect accurate information not specified in the interview schedule

Respondents/informants/research participants of the study

The respondents of the study were the farmers engaged in agroforestry farming in the municipality of Rizal, Kalinga. Thirty percent of the total agroforestry farmers' population of each barangay was the respondents of the study composed of 53 farmers. The distribution of the respondents in each barangay is shown in Table 1.

Table 1. Distribution of Respondents per Barangay

Barangay	Population	Number of Respondents
Bulbul	30	9
Macutay	16	5
Liwan West	35	11

Kinama	21	6
San Pedro	31	9
San Quintin	24	7
San Francisco	21	6
Total	178	53

Instrumentation

The study made used of structured questionnaire. The first part contains the socio-demographic profile of the respondents and farm descriptions; the second part comprises the agroforestry production and marketing aspects in terms of 4Ps (product, price, promotion, place), and the third part contains the degree of seriousness of problems/constraints encountered by the farmer-respondents and the opportunities gained in marketing agroforestry products.

Data Gathering Procedure

Letters to the barangay captains in each study sites were distributed for the permission in the conduct of the study by floating questionnaires to the respective respondents in the identified barangays. The researcher personally conducted the interview and validated the agroforestry farms of the respondents.

Data Analysis

The responses obtained were tabulated, presented and analyzed through descriptive statistics that includes the use of frequency count, percent, rank and correlation/relationship between some socio-demographic and farm profile of the respondents

The data on the degree of seriousness of the problems encountered by the respondents in the production and marketing of agroforestry products were interpreted following the rating scale, range values and descriptive equivalent.

Range	Scale	Interpretation
5	4.20-5.00	Very Serious
4	3.40-4.19	Serious
3	2.60-3.39	Moderately Serious
2	1.80-2.59	Slightly Serious
1	1.00-1.79	Not serious

IV. RESULT AND DISCUSSION

Socio-demographic Profile of Respondents

Table 2 shows the socio-demographic profile of the respondents.

Age

The bulk of respondents was between the ages of 51 and 60 (30.19%), followed by 41-50 (28.30%), 31-40 (18.87%), 61 and above (15.09%), and 21-30 (7.55%). This result implies that most of the respondents are at the middle ages. According to the study of Dyussenbayev (2017), farmers within this age bracket, are knowledgeable in managing agroforestry farm. Also, Avit A, (2018) indicated that agriculture knowledge and skills such as production, operation, and management improve as people get older. Farmers can use the acquired knowledge and abilities to make the most of agricultural inputs like herbicides and fertilizers, as well as labor. On the contrary, Beyene et al. (2019) found out that, younger farmers, compared to older farmers, are more willing to take chances and as a result, adopt agroforestry, which they considered the most contemporary production systems and a risky investment in their study regions. On the same thought younger people are more positive towards newer technology and can adapt relatively easily than older ones. Hence, the young farmers should be provided with proper training and credit facilities to become entrepreneurs by adopting agroforestry (Jahan et al., 2022).

Gender

The data reveals that a great majority (67.92%) of the respondents are males and few (32.08%) are females. This concludes that males are more involved in agroforestry farming which implies that they are the bread winners of the family. The result also reconciles with the report of Mapa, (2018) indicating that agricultural labor force is still mainly composed of men.

With the result study conducted by Liliane et al. (2020), the coefficient of gender of -0.207 implied that the likelihood of adopting agroforestry was 0.207% less among women than men. They found out that men were more positive towards agroforestry adoption; Dhakal and Rai (2020). Further findings claimed that male household heads have better access to extension service than female household heads, making it more difficult for women to have adequate access to extension service in comparison to their male counterparts (Doss and Morris, 2011).

Civil Status

On the civil status, most of the agroforestry farmers are married (92.45%) and few are widowed (3.77%) and single (3.77%). This indicates that most of the agroforestry farmers are married and they have family to support. This is in consonance with the result of the study conducted by Kadon and Daude, (2020) that upland farmers were mostly males and married. In the findings of Okon, et al. (2019), marital status was also identified as one of the factors having positive and significant effects in the decision to adopt agroforestry. It also included farming

experience, educational level, land ownership, education level, farming experience which they concluded major drivers of households' decision making in agroforestry within in their study area.

Ethnicity

On ethnicity, a great majority of the farmers are Ilocano (62.26%), followed by Kalinga (32.08%), Kankanaey (3.77%) and Tagalog (1.89%) respectively. The result denotes that majority of the respondents are Ilocano. Further, the result is in accordance on the report stated on the census of population and housing of Kalinga National Statistics Office (n.d) that there are 7,696 Ilocanos residing in the municipality of Rizal which made as the top ethnicity of the study sites.

In the findings of Minter et al. (2014) in the Sierra Madre (northeast Luzon, Philippines), ethnicity shows a little variation in terms of exploitation of available resources. Findings showed that regardless of ethnicity, the group were all engaged in the same kind of activities. But, the moment resources become scarcer and the population is offered opportunities for community forestry, ethnicity becomes a highly relevant factor for the future management of diminishing resources.

Educational Attainment

Based on the educational attainment, some of the respondents step up to elementary level (28.30%) and high school graduate (26.42%), few are college graduates (13.21%), elementary graduates and had some high school education (11.32%) with the same percentage of 11.32%, and only 9.43% had reached college level. This implies that the respondents are able to attend school, and competent and have the capability to widen their knowledge in the practice of agroforestry.

Meanwhile, the coefficient of educational status categories delineated that respondents with higher level of education are likely to adopt agroforestry. A similar outcome was reported in the studies of David et al. (2017). The findings revealed that agroforestry adoption may be less likely if the community is largely illiterate unless the extension program provides awareness, education, and capacity-building support about the importance and benefits of agroforestry. Similarly, educated people are more affluent and have the means to invest in riskier cropping systems. (Bruck and Kuusela, 2021) which had no information on agroforestry practices. This results also agrees with the findings of Jahan et al. (2022) from their binary logistic model delineated that people with higher education, greater household size, younger respondents, having training experiences, more visits, and better access to the market are more likely to adopt agroforestry.

Number of Members in the Family

A great majority (62.26%) of the respondents have 5 and above family members, some have 3 to 4 (30.19%) and few have 1 to 2 (7.55%) family members. The results imply that most of the respondents are supporting many family members. This means the greater the family size, the higher the likelihood of adopting AF.

In rural Nigeria, although family size is high, agricultural productivity is low, so with income derived. Almost all of the food produced by the household is consumed because productivity is low and family size is large. The net effect is a lower level of household income, little savings, and increased poverty (Omidéy, 1988).

Total Area of Agroforestry Farm

As to the area of the respondents' agroforestry farm, it revealed that many (39.62%) of the respondents are tilling 1 to 2 hectares, few (22.64%) have 2.1 to 4 hectares and less than 1 hectare (22.64%), and more than 6 hectares (9.43%), and the least is 4.1 to 6 hectares (5.66%). This implies that the respondents have medium-sized farm that is enough to cultivate for agroforestry farming.

More specifically, increasing farm size decreases output per unit of land while increasing farm size increases output per unit of labor. Moreover, income fluctuations decline with increasing farms size while the risk of aggregate production increases with increasing farm size. These results suggest that farmers benefit from larger farms, earning higher and more stable income while consumers suffer from lower and more volatile food supply (Noack & Larsen, 2019). This results align with study of (Ren & Gu, 2019) that increasing farm size has a positive impact on farmers' net profit, as well as economic, technical and labor efficiency with means coefficient of 0.005, 0.02 and 2.25, respectively. However, the relationship between farm size and overall productivity, total factor productivity and allocated efficiency are still not well understood and hence require more researches. Meanwhile, increase in farm size is associated with statistically significant decrease in fertilizer and pesticide use per hectare, showing clear benefits from environmental protection. Therefore, issues concerning farm size should be implemented in an interaction between farmers, and the government to promote the green development of agriculture.

Status of Land Tenure

Almost all (88.68%) of the respondents own the land that they are tilling and few (11.32%) are tenants. This means that the respondents have the right to improve and adopt technologies in the practice of farming since they own their lands.

The land is a valuable natural resource and a key factor in agricultural production, and the tenure system that governs its administration, acquisition, and use is complex. Land tenure security has had a significant impact on farmland investment, encouraging long-term investment. As a result, land tenure insecurity among arable farmers is a barrier to adequate investment. (Adedayo et al., 2014).

For decades, land tenure distribution has been a contentious issue in the Philippines. Population growth and degradation of productive land have increased stress and tensions between smallholder farmers, wealthy landlords, and the state in recent years. Agriculture is an important source of income in the Philippines, and difficult access to land tenure is linked to poverty, which is primarily a rural phenomenon (Boras, 2009). Farmers' protests for land rights have frequently been met with violence from landlords and security forces.

Idoma& Muhammad, (2014) have also suggested that inalienability, insecurity of tenure system, land fragmentation and atomization of holdings due to customary law of inheritance have been responsible for the growing small scale and subsistence farming systems which no longer meet the food and industrial demand of the present growing population.

Further, the lack of secure access to land is closely linked to poverty, especially in rural Philippines (Ofam, 2014).

Moreover, not only security of land tenure is to be considered but tree tenure as well is also a concern, for the reason of the long term nature of agroforestry system. Thus requires the following conditions such as access to land where the farmer has the right to plant trees; rights over trees must be sufficient to justify the effort of planting them and the right to harvest and utilize trees must be exclusive enough to give a return on investment. If the farmer is denied of security of land ownership for a longer time, then he will not be interested in activities to improve the soil (Glover et al., 2013).

Source of Capital

On the source of capital, a great majority (65 %) of the respondents' capital is derived from their savings while few (15 %) comes from DENR for they are part of the organization recognized by the DENR as support in return of planting tree crops. In addition, 8.33 % of the respondents used bank loans for capital, 6.67 % borrows from money lenders and 5 % borrows money from the cooperative. The researcher concluded that most of the respondents used their personal savings as capital in farming. As the respondents mentioned during the interview conducted. They preferred using personal money earned from their farming and given by their daughters and

sons who were employed to avoid high interest from loans and money lenders that might just cause loss in their part.

Capital or money is one of the most vital considerations when investing in farming or business. Without working capital, farms cannot reinvest in their crops. Farmers are then not able to pay out their employees, nor will they invest in new and reliable equipment. Farms are an industry in which having money leads to making money, and not having money makes it impossible to continue generating revenue. A working capital loan makes it possible for a farm to remain open during lean times and eventually recover. Even though having strong working capital is essential to farm business, many of them struggle to maintain this buffer. Even when working capital is achieved, it can be wiped out by issues as they arise (Lynch et al., 2017).

The capital or the money the farmer has to invest in the farm, can be utilized to increase the amount of farm inputs into the farm such as machinery, fences, seeds, fertilizer and renewing buildings. If farmer can afford to invest capital, yields will rise and can create profits which can be used for more potential investments (Bosma et al., 2012).

In the Philippines, agriculture is a critical sector in the economic landscape which has an active role to national development particularly on rural development. It is regarded as a risky enterprise-financially and socially. It is first and foremost an economic activity as it requires capital regardless of its scale. Planting materials, fertilizers, pesticides and labor are only some of the investment needed to conduct farming activities. This is why farming decisions rely heavily on the capital at hand of the farmers. With limited financial capital and access to land rights, it is virtually impossible for ordinary farmers to prosper from their business. Moreover, in the Philippines, the small-scale family farm holdings is composed of majority of farmers who are poor with low education, vulnerable to physical and economic risk, and financially stressed with zero savings or worse, indebtedness. And since agriculture is in itself a risky financial and social enterprise, there's a need for an enabling policy and institutional support system on agricultural production through provision of credit facilities, and the various programs designed to carry out these policy objectives. There should be an effective interplay of other risk management tools to ensure less vulnerability of the farmers to economic and physical risk that include agricultural insurance cooperatives, improved production techniques, quality infrastructure and facilities shared resource management facilities, contingent funds for disaster relief, price guarantee/stabilization, input subsidies, and agricultural insurance programs to be

expanded depending on the implementers' mean to sustain them effectively and efficiently. Adequate assistance and supervision of farmers must be given utmost importance. Structural issues on landlessness and indebtedness should be addressed. Since agriculture is still perceived as a vehicle of effecting change in the country, therefore, policies should be formed in a context of sectorial change as holistic perspective is very much needed. There is a need to evaluate existing programs and policies to ensure that they are responsive and relevant to the needs of the Filipino agriculture workers (Lubang, 2019).

Organizational Membership

Regarding organizational membership, a great majority (61.89%) of the respondents were not affiliated with any organization, few (16.98%) were members of the San Pedro Association Cooperative, members of Battac Rang-ay Farmers Association and Asiga Farmers Association with the same percentage (5.66% each) and the least were members of Tabuk Multi-purpose Cooperative (1.89 %). This disclosed that majority of the agroforestry farmers were still unaware of the advantages of joining an organization of which it plays an important role to help members increase their access to various support such as information, capital, and technology that will benefit them promote production, enhance productivity, and increase income (Vu et al., 2020). Nkamleu et al. (2005) likewise mentioned that membership within farmers' association is one of the factors affecting adoption of agroforestry in Cameroon. Other socio-economic factors included mentioned were gender, household family size, level of education, farmers' experience, contact with research and extension, security of land tenure, agroecological zone, distance of village from nearest town, village accessibility and income from livestock.

In agreement with the significance of farmer organizations, (Penunia, 2011) revealed that farmer organizations (FOs) are crucial institutions for the empowerment, eradication of poverty, and advancement of farmers and the rural poor. Politically, FOs increase farmers' influence by making it more likely that the public and decision-makers will take their needs and opinions into consideration. In terms of economics, FOs can support farmers in developing their capacities, gaining access to resources, establishing businesses, and processing and marketing their produce more profitably. By banding together, farmers can gain access to information needed to produce goods with added value, market their goods, and create strong connections with organizations like financial service providers and output markets. FOs can achieve economies of scale, which lowers costs and makes it easier for individual farmers to process and market their

agricultural products. Marketing-focused FOs can help their members meet quality standards, purchase inputs and equipment, and manage the collection, grading, cleaning, processing, packaging, and transportation of produce. By doing this, FOs are able to sell more products at a higher price while also offering buyers a more dependable supply. In order to increase the profits that go to farmers directly rather than to middlemen and buyers, organized farmers have more negotiating power than unorganized farmers and are better able to negotiate with other more powerful market players. Farmers' organizations have a responsibility to support and encourage rural women's leadership.

Annual Income from Agroforestry Farming

Many (37.74%) of the respondents generate income ranging from ₱201, 000 and above, few (22.64 %) earn ₱ 50, 000 and below, 15.09% earn ₱ 151, 000 to 200, 000, 13.21% gain ₱101, 000 to 150, 000, and 11.32 % acquire an income of ₱ 51, 000 to 100, 000. The results denote that agroforestry producers are earning enough money to support their basic needs and they do not belong to below the government's poverty line category.

Among the economic parameters, family income, livestock possession and employment status were found to contribute more to total impact of agroforestry on farmers. With the adoption of agroforestry, farmers started getting more income by selling the fruits and timbers every year. Subsidiary activities like mat weaving, basket making, honey collection, sheep/goat rearing , are also taken up as an integral part of agroforestry which is also in turn contributed to the increase family income (Gangadharappa et al., 2003). Studies showed that agroforestry practices were able to generate more income and increased the standard of living through integrated farming system (Bugayong, 2003).

Likewise, Gangadharappa et al. (2022), stated that farmers were found earning at an average of \$800 or Rs. 31466.20 yearly from one acre of agroforestry plot which is much profitable than any traditional crop. Additionally, the farmers were able to save extra cash in the bank, which is a positive indicator of long-term economic viability. He added that agroforestry is the preferred method for preserving India's social, economic, and ecological sustainability. They also found that social parameters they have investigated, such as celebration of festivals, migration and communication exposure contributed more to the total impact of agroforestry on farmers. While in the economic parameters, they found out family income, livestock possession and employment status contributed more to the total impact of agroforestry on farmers. They concluded that agroforestry has brought improvement in socio-economic and ecological conditions of farmers by generating

employment, increasing family income, enhancing the drop diversity and reducing dependency on natural forest. Therefore, development agencies can use the success story of agroforestry to stimulate other farmers to attain both natural resources and socio-economic sustainability.

Findings of Desmiwati et al. (2021) on the other hand, mentioned that despite the contribution of income of farmers, the effects were found still imbalanced due to the types of plant cultivated, motivation and skills, and age relative ability to manage land. In their regression analysis, age and land area were the two agroforestry factors that influence farmer's income. They suggested the need to increase land productivity by assessing profitable intercropped plant types in corresponding soil or land characteristics and minimum requirements of physical treatments. Additionally, FTSTRDC need to strengthen, equip and capacitate the farmers' group members technically by providing training of profitable agricultural practices, and facilitating the business model and market network of agroforestry products.

Distance of House to Agroforestry Farm

On the distance of home to agroforestry farm, almost half (41.51%) of the respondents have a distance of 500 meters and below from their house to agroforestry farm, some (28.30 %) are 2.1 kilometres and above, few (16.98 %) are 501 meters to 1 kilometer and a distance of 1.1 kilometers to 2 kilometers with 13.21%. This connotes that majority of the agroforestry farms is located near their respondents' houses and that makes them easy to visit, monitor and maintain their farms as they have stated during the interview. Moreover, the proximity of the farmers' houses to their farms is greatly an advantage for them because, the time spent in reaching their farms and the cost of transportation are spared and can be used for other profitable undertakings and more time is invested in managing their farms.

Distance of Agroforestry Farm to Market

With respect to the distance of agroforestry farms to market, majority (54.72 %) of the farmers have a distance of 1 kilometer and below, few (20.75%) are ranging from 3.1 kilometers and above, 16.98 % have a distance of 1.1 to 2 kilometers and only 7.55 % of the respondents are 2.1 to 3 kilometers away. This concludes that most of the agroforestry farms of the respondents are located near the market of the municipality where they can sell their products. As mentioned by Nanda et al., (2019), farms near main roads and main markets are more diversified as compared to those which are away, because it provides better opportunity to the farmers to market their farm produce.

According to Mukundente et al. (2020), farmers who have greater market access are more likely to adopt agroforestry practices. Their findings concur with those of Bruch and Kuusela (2021), who found that farmers in Tanzania are more likely to adopt agroforestry techniques when they have better market access. Farmers who live further away from markets must pay more for transportation and have less access to supply and output markets. Farmers might even be unable to pay for labor or buy the materials necessary to build treed systems. A more effective use of work time may also make nearby families more open to embracing new technologies.

Accessibility influence changes in AF practice and could facilitate farmers to carry out cultivation and harvest. Land accessibility would increase mobilization of farmers to practice AF. With land near roads, more farmers would choose to do AF. Road access can aid in agricultural trading and harvesting for farmers. Because it allows access to the AF area, whose varied topography is a part of the AF's continuity in Koto Tangah, it has an impact on changes in AF.

Length of Farming Experience

As presented on the table, 54.72 % of the respondents have 10 years and above on agroforestry farming experience, 20.75 % have 3 years and below, 18.87 % have 3.1 to 6 years and 5.66 % have 6.1 to 9 years. Result indicates that most of the respondents have 10 years and above experience in agroforestry farming that makes them well experienced and flexible in adopting new technologies. Lanamana&Supardi (2020) specified that the length of farming is positive and significant, in which the longer the farmers run farming activities, the more technically efficient they are in using production inputs. Similarly, Itam et al. (2015) also accounts that experience in farming contributes to the technical efficiency and leads to high productivity.

In the study conducted by Ainembabazi&Mugisha, (2014), where they both used non-parametric and parametric estimations on data from rural farmers in Uganda, their findings showed an inverted-U relationship between adoption of and experience with agricultural technologies in banana, coffee and maize. They concluded that farming experience is useful in early stages of adoption of a given technology when farmers are still testing its potential benefits, which later determine its extension of disadoption over time. As a result, they suggested the need for gradual advances in technology development and continuous retraining of farmers that essential for sustainable adoption of agricultural technologies for some crops.

Topography of the Farm

On the topography of the farm, majority (52.83%) of the respondents' agroforestry farms are sloping while others farm are slightly sloping (43.40%) and steep sloping (3.77%). This reveals that most of the respondents are cultivating a sloping or nearly levelled land. Sloping land is prone to soil erosion however; the respondents still cultivated and planted it with diverse products through agroforestry practices.

Integrating agroforestry practices on sloping land has the potential to halt and reverse soil degradation and improve local livelihoods, but its adoption is conditioned by the various social and cultural norms of various ethnic groups.

It's also worth considering the sort of timber and non-timber species or crops to be planted that are more adaptable in such a given topography for sustainable agroforestry farming.

Table 2. Socio-demographic Profile of Respondents

Profile	Frequency (f)	Percent (%)
1. Age		
51-60 yrs. Old	16	30.19
41-50 yrs. Old	15	28.30
31-40 yrs. Old	10	18.87
61 and above	8	15.09
21-30 yrs. Old	4	7.55
Total	53	100.00
2. Gender		
Male	36	67.92
Female	17	32.08
Total	53	100.00
3. Civil Status		
Married	49	92.45
Single	2	3.77
Widowed	2	3.77
Total	53	100.00
4. Ethnicity		
Ilocano	33	62.26
Kalinga	17	32.08
Kankanaey	2	3.77
Tagalog	1	1.89
Total	53	100.00
5. Educational Attainment		
Elementary level	15	28.30
High School Graduate	14	26.42

College Graduate	7	13.21
Elementary Graduate	6	11.32
High School Level	6	11.32
College level	5	9.43
Total	53	100.00
6. Number of Family Members		
5 and above	33	62.26
3 – 4	16	30.19
1 – 2	4	7.55
Total	53	100.00
7. AF Farm Size		
1-2 hectares	21	39.62
2.1-4 hectares	12	22.64
Less Than one hectare	12	22.64
More than 6 hectares	5	9.43
4.1-6 hectares	3	5.66
Total	53	100.00
8. Status of Land Tenure		
Owner	47	88.68
Tenant	6	11.32
Total	53	100.00
9. Source of Capital		
Personal Savings	39	65.00
DENR	9	15.00
Bank Loan	5	8.33
Money Lenders	4	6.67
Cooperative Credit	3	5.00
Total	60	100.00
10. Organizational Membership		
None at all	37	69.81
SPAC	9	16.98
Battac Rang-ay Farmers Association	3	5.66
ASFA	3	5.66
TAMPCO	1	1.89
Total	53	100.00

11. Annual Income from AF Farming

201, 000 and above	20	37.74
50,000 and below	12	22.64
151,000-200,000	8	15.09
101,000-150,000	7	13.21
51,000-100,000	6	11.32
Total	53	100.00

12. Distance of House to AF Farm

500 meters and below	22	41.51
2.1 km and above	15	28.30
501 meters to 1 km	9	16.98
1.1 km to 2 km	7	13.21
Total	53	100.00

13. Distance from AF Farm to Market

1 km and below	29	54.73
3.1 and above	11	20.75
1.1 to 2 km	9	16.98
2.1 to 3 km	4	7.55
Total	53	100.00

14. Length of Farming Experience

10 yrs. and above	29	54.72
3 yrs. and below	11	20.75
3.1 - 6 yrs.	10	18.87
6.1 - 9 yrs.	3	5.66
Total	53	100.00

15. Topography of Farm

Sloping	28	52.83
Slightly sloping	23	43.40
Steep sloping	2	3.77
Total	53	100.00

16. Assistance Received	Given by DENR		Given by DA		TOTAL	
	Frequency	%	Frequency	%	Frequency	%
Financial Assistance	13	11.60	17	15.17	30	26.79
Planting Materials	12	10.71	9	8.03	21	18.75
Fertilizer	1	0.89	19	16.96	20	17.86

Technical Assistance	12	10.71	6	5.35	18	16.07
No Assistance received at all					18	16.07
Machineries	4	3.57	1	0.89	5	4.46

Assistance Received by the Respondents

Based on the result of the study, most of the respondents received assistance from the government, particularly from the Department of Agriculture and Department of Environment and Natural Resources, 26.79 % of them received financial assistance, 18.75% received planting materials, 17.86 % acquired fertilizer and 16.07 % got technical assistance. However, 16.07 % of the farmers were denied of receiving any assistance. This implies that almost all of the respondents received assistance from the government showing that the government is supportive to the farmers although some were denied. Proper monitoring and visitation is necessary to have equitable distribution of services to farmers to ensure improvement of their socio-economic lives through farming.

Due to their natural complexity, AF market system connections are not as clear or developed as in single, staple crop value chains. Thus there is a need for greater support of the establishment of farmer organizations of cooperatives and their ability to negotiate prices and access funding, training and input services as a collective across value chains. An inclusive market systems approach focus on connecting farmers to local and regional markets to local and regional markets for top quality/niche product. Once the producers can ensure a steady stream of a certain volume of products to, for example supermarkets, prices can increase (Laven&Ouma, n.d.).

Farms are primarily characterized as small hold and are managed and cultivated by small farmers. These smallholder farmers are important drivers of development in the countryside but are commonly marginalized and mostly vulnerable to the rapidly changing social, political, and environmental conditions. Hence in view of their significant contributions in achieving economic and sustainable development especially in the countryside, the Republic Act (RA) 7607 also known as the “Magma Carta of Small Farmers” was signed into laws on June 4, 1992. It is a creditable law aimed at improving the lives of the

small farms by empowering them and harnessing their potentials and abilities. The law encourages greater participation of the marginalized sector in the government planning and program and project implementation to contribute to national economic development. The provision of incentives in the form of infrastructure and other physical assets, access to vital agricultural services and capacity building provide an avenue for the small farmers to improve their performance as drivers of development in the countryside. In the end, optimizing the promised purpose of the law requires the government’s adherence to its provision of the necessary funding.

Agroforestry Product in Terms of 4 Ps (Product, Place, Promotion, Price)

Agrocrops and Tree Crops in Various Agroforestry Systems

Table 3 shows the AF systems and components adopted by farmers. Result reveals that most of the agrocrops planted by the respondents were corn (*Zea mays*) (21.73%), followed by rice (*Oryzasativa*) (13.04%), string beans (*Phaseolus vulgaris*) (13.04%), and banana (*Musa acuminata*) (9.57%). While most of the tree crops planted were yemane (*Gmelinaarborea*) (39.5%), followed by mango (*Mangiferaindica*) (17.7%), ipil-ipil (*Leucaenaleucocephala*) (9.68%) and citrus (*Citrus reticulata*) (9.68%). In the adoption of silvipastoral system, only few animals were raised such as pig (*Sus scrofadomesticus*), chicken (*Gallus gallusdomesticus*), duck (*Anasplatyrhynchos*), and goose (*Brantacanadensis*) with various tree crops namely, yemane (*Gmelinaarborea*), ipil-ipil (*Leucaenaleucocephala*), mulberry (*Morusalba*), mango (*Mangiferaindica*), coconut (*Cocosnucifera*), and narra (*Pterocarpusindicus*). Further, the components of the agrisilvipastoral system were three agronomic crops such as bitter gourd (*Momordicacharantia*), bottle gourd (*Lagenariasiceraria*), and rice (*Oryzasativa*) and one tree crop called yemane (*Gmelinaarborea*).

Table 3. Agrocrops and Tree Crops in Various Agroforestry Systems

Agrisilvicultural	Percent	COMPONENTS	Percent
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System	f	%		f	%			
Agro-crops			Tree Crops					
Corn	25	21.73	Yemane	49	39.50			
Rice	15	13.04	Mango	22	17.70			
String beans	15	13.04	Citrus	12	9.68			
Banana	11	9.57	Ipil-ipil	12	9.68			
Pigeon pea	6	5.22	Mahogany	8	6.45			
Monggo	6	5.22	Rambutan	7	5.65			
Eggplant	5	4.35	Coconut	4	3.23			
			Madre					
Okra	4	3.48	Kakawate	3	2.42			
Peanut	4	3.48	Acasia	3	2.42			
Onion	4	3.48	Bugnay	2	1.61			
Cassava	3	2.61	Cacao	1	0.81			
Siling Labuyo	3	2.61	Narra	1	0.81			
Tomato	3	2.61						
Ube	2	1.74						
Sweet potato	2	1.74						
Patani	2	1.74						
Ginger	1	0.87						
Pechay	1	0.87						
Pineapple	1	0.87						
Taro	1	0.87						
Silvipastoral System								
Animals/Livestock	f	%	Tree Crops	f	%			
Pig	3	33.33	Ipil-ipil	2	22.22			
Chicken	3	33.33	Mulberry	1	11.11			
Duck	2	22.22	Yemane	2	22.22			
Goose	1	11.11	Mango	2	22.22			
			Coconut	1	11.11			
			Narra	1	11.11			
Agrocrops	f	%	Animals/ Livestock	F	%	Tree Crops	f	%
Bitter gourd	1	33.33	Goat	1	50	Yemane	1	100
Bottle gourd	1	33.33	Cattle	1	50			
Rice	1	33.33						

Status of Agroforestry Products from Marketing Outlets

Table 3a reveals the market outlet of agroforestry products. Results show that agrocrops (39.62%) and animals/livestock (9.43%) were all sold at the local market

while tree crops (5.66%) were sold to local market and outside the province (1.89%). Results indicate that the different agroforestry products were easily disposed/ sold due to the presence of several market outlets and the availability of buyers in the outlets. The nearness of the farms to the market was likewise an advantage to the farmers because of ease of transporting their products. It further implies that the various agroforestry products (agrocrops, tree crops, and animals) produced by the farmers derived from their adoption of agroforestry systems were at that time the needs of the buyers.

The accessibility to market is a major consideration in the decision making of the farmer. The intensity of agriculture and the production of crops decline as the location of cultivation gets away from the marketing centres. This is particularly noticeable when a bulky but low value crop has to be transported to the market. It takes much time to sell the produce, especially at the peak time, to the market when the farmer could have been profitable employed in other activities. The marketing system also influences the decision making of the farmer. In most of the countries the agricultural commodity markets are controlled by the buyers rather than sellers.

Small scale farmers generally have weak market links and poor access to market information. Tree farmers can be more profitable than rice but uncertain marketing conditions deter farmers. The existence of accessible markets for tree products is a vital criterion on when planning for agroforestry in rice production landscape. In summary, the following factors seem to have strong bearing on the successful development of market-oriented agroforestry: a) secure land tenure; b) supportive government policies; c) access to, and knowledge of the management of quality weeds and seedlings; d) tree management skills and information; and e) adequate market information and links (Laven&Ouma, n.d.).

FAO (2022) recognized that although the advantages of AF are gaining attention internationally and growing body of scientific literature provides evidence for them, it faces many challenges and obstacles such as delayed return on investment. That despite the fact that trees become profitable as they produce positive net present values over time, the breakeven profit for some agroforestry systems may occur only after a number of years. Another obstacle was under-developed markets. Markets for tree products are both less efficient and less

developed than for crop and livestock commodities and value chains related to agroforestry systems receive little support. Faced with these challenges, FAO is taking initiative to act and address these issues.

World AF Center & ICRAF, 2017 disclosed that market surveys are the first step in understanding existing and future demand for agroforestry products. They recommend the use of rapid survey to identify and understand the following: (i) the agroforestry spp and products that hold potential for farmers (their specifications, quantities, seasonality, etc.; ii) the market channel that are used and which hold commercial potential; (iii) the marketing problems faced by farmers and market agents; (iv) the opportunities to improve the quantity and quality of farmers agroforestry products; v) market integration through vertical price correlation and price transmission elasticity and efficiency.

Findings of Achu, et al. (2020) on the other hand, found out that Cameroon's South west region has great potentials in the production of agroforestry products, but production and marketing are done using rudimentary technologies, which they found difficult to sustain the growing demand for the products in both domestic and international market. Difficulties in production have been found attributed to social, economic, environmental and other constraints which grossly affect production and marketing. According to their study, marketing of agroforestry products in Manyu Division and elsewhere in Cameroon can only play a significant role in poverty alleviation, if the government and other stakeholders could provide an enabling environment backed by packages of incentives and motivations that will significantly minimize production and marketing problems encountered by actors and stakeholders in the agroforestry value chain.

In agroforestry, marketing is unique for several reasons: many products typically lack established marketing institutions, market information, and grade, quality standards. All that is known about the market for many AF specialty products is that someone is growing the product and consumers are buying it. What happens to the product as it moves through the value chain from producer to consumer is unknown, the "black box" of AF markets to shed light on the black box and to stimulate adoption of agroforestry practices, successful marketing strategies must be developed (Gold et al., 2004).

Table 3a. Status of Agroforestry Products from Marketing Outlets

Market Outlet of AF products	COMPONENTS					
	Agro- crops	Percent %	Animals/ Livestock	Percent %	Tree Crops	Percent %
	(f)		(f)		(f)	
A. Local Market (Kalinga)	21	39.62	5	9.43	3	5.66
B. Outside the Province	0	0	0	0	1	1.89

Status of Promoting Agroforestry Products

Table 3b presents the strategies of promoting agroforestry products. Results revealed that 85.71 % of the agrocrops are promoted through word of mouth while 13.18 % used the social media and 1.09 % through the assistance of the Department of Agriculture (DA). The same with animals/livestock, 83.33 % are promoted through word of mouth and 16.67 % through social media. Likewise, 62.50 % of tree crops are promoted through the word of mouth, 25 % through social media

and 12.50 % through the help of DA. This means that most agroforestry farmers are still promoting their products in the usual traditional way. However, though word of mouth is a traditional method, it is still considered effective for there are more people have the confidence that personal advertisement of products is more convincing for they can actually see and hear it from trusted and experienced people. As McMillen (2020) said, people love referrals and they tend to trust the opinions of their friends when making buying decisions.

Table 3b. Status of Promoting Agroforestry Products

Strategy	COMPONENTS					
	Agro-crops	%	Animals/ Livestock	%	Tree Crops	%
	(f)		(f)		(f)	
A. Word of Mouth	78	85.71	10	83.33	5	62.50
B. Use of social media	12	13.18	2	16.67	2	25.00
C. Assistance of DA	1	1.09	0		1	12.50
TOTAL	91	100	12	100	8	100.00

Status of Agroforestry Products in Terms of Market Price

Table 3c shows the pricing of agroforestry products. The top five products sold by the respondents were corn (*Zea mays*), rice (*Oryza sativa*), banana (*Musa acuminata*), string beans (*Phaseolus vulgaris*) and monggo (*Vigna radiata*). Market prices of AF crops vary or fluctuate and determined during the peak and lean seasons. For corn (*Zea mays*), the mark-up price during peak season is tagged at ₱1.75 per kilogram and ₱2.48 per kilogram during the lean season. Also, rice (*Oryza sativa*), has a mark-up price of ₱2.67 per kilogram during the peak season and ₱3.83 per kilogram during the lean season. For banana (*Musa acuminata*), the mark-up price is tagged at

₱13.6 at peak season and ₱23.7 on lean season. String beans (*Phaseolus vulgaris*) has a mark-up price of ₱5.91 at peak season and ₱12.27 during lean season, while monggo (*Vigna radiata*) has a mark-up price of ₱18 at peak season and ₱28 during lean season.

However, farmers can control the market by keeping their goods in cold storage or on farms until they are profitable. However, because there are fewer buyers than sellers and the cultivator does not have enough money to store the crops, the farmer's negotiating position is still weak. The price fluctuations of agricultural products frequently force farmers to alter their cropping practices (Priyadarshni, n.d.).

Table 3c. Status of Agroforestry Products in Terms of Market Price

		Farm Gate Price		Market Price		Mark up Price	
Products	Quantity						
		PS	LS	PS	LS	PS	LS
Agrocrops							
Corn	Kg	15.41	16.68	17.16	19.16	1.75	2.48
Rice	Kg	17.07	18.77	19.73	22.6	2.67	3.83
Banana	Kg	18.40	24.30	32.00	48.00	13.6	23.70
String beans	Kg	37.73	43.18	43.64	55.45	5.91	12.27
Monngo	Kg	66.00	73.00	84.00	101.00	18.00	28.00
Animals/Livestock							
Cattle	Head	30,000.00	33,000	35, 000	40, 000	5, 000	7,000.00
Chicken	Head	125.00	135.00	157.50	175.00	32.50	40.00
Duck	Head	150.00	160.00	167.50	185.00	17.50	25.00
Pig	Head	9,66.50	12, 675	16, 225	22, 100	6, 562.5	9,425.00
Tree Crops							
Rambutan	Kg	60.00	70.00	120.00	150.00	60.00	80.00
Mango	Kg	45.00	53.33	106.67	166.67	61.67	113.33
Coconut	Pc	15.00	20.00	25.00	35.00	10.00	15.00

Legend: PS- Peak season LS- Lean season

For animals/livestock, only four are marketed by the farmers which includes cattle (*Bos, Taurus*), chicken (*Gallus gallusdomesticus*), duck (*Anasplatyrhynchos*) and pig (*Sus scrofadomesticus*). Cattle (*Bos Taurus*) has a mark-up price of ₱5, 000 for peak season and ₱7, 000 for lean season. Chicken (*Gallus gallusdomesticus*), has mark-up price of ₱32.5 every season and ₱40 every lean season. Duck (*Anasplatyrhynchos*) has mark-up price of ₱17.5 during the peak season and ₱25 during the lean season. And, pig (*Sus scrofadomesticus*) has a mark-up price of ₱6, 562.5 on peak season and ₱9, 425 on lean season.

There are only three tree crops sold by the respondents namely, rambutan (*Nepheliumlappaceum*), mango (*Mangiferaindica*) and coconut (*Cocosnucifera*). For rambutan (*Nepheliumlappaceum*), the mark-up price is ₱60.00 on peak season and ₱80.00 on lean season. Mango (*Mangiferaindica*) has a mark-up price of ₱61.67 on peak season and ₱113.33 on lean season, and coconut (*Cocosnucifera*) that is sold per piece has a mark-up price

of ₱10.00 during peak season and ₱15.00 during the lean season. These results showed that prices of the products are fluctuating wherein prices are low during peak season and high during lean season. This condition happens traditionally when the supply is low, the price is high and when supply is high the price is low.

Marketing Strategies of Agroforestry Products

The strategy in marketing AF products is presented in Table 3d. Results show that 65.43 % of agrocrops are sold as wholesale, 25.92% are sold direct to consumers, and 8.64% are sold in retail. On the other side, 60% of livestock/animals are sold directly to consumers, while the remaining 40% are sold as wholesale. Likewise, 71.43% of the tree crops are sold as wholesale and 14.29% each for retail and supplied directly to consumers. The result implies that most of the agrocrops and tree crops are sold wholesale and few are on retail and sold directly to consumer. In contrast, animals/livestock are mostly disposed to direct consumer.

Table 3d. Marketing Strategies of Agroforestry Products

Marketing strategies	COMPONENTS					
	Agro-crops		Animals/Livestock		Tree Crops	
	(f)	%	(f)	%	(f)	%
A. Wholesale	53	65.43	4	40.00	5	71.43
B. Direct Consumer	21	25.92	6	60.00	1	14.28
C. Retail	7	8.64			1	14.28

Annual Net Income

Table 3e shows the annual net income derived from the agroforestry production. Among the components of agroforestry farms in the municipality of Rizal, Kalinga, agroforests generated the highest net income of ₱439,

205.34, followed by the animals/livestock (₱122,987.50) and tree crops (₱112,487.50). Agroforests gained the highest net income because majority of the respondents practiced agrisilvicultural system where majority of the components are agronomic crops.

Table 3e. Net Income from Annual Production of the Respondents

AF Components	Gross Income (Php)	Cost Spent in Marketing (Php)	Net Annual Income (Php)
A. Agro-crops	556,489.00	117,283.66	439,205.34
B. Animals/Livestock	134,987.50	12,000.00	122,987.50
C. Tree Crops	134,987.50	22,500.00	112,487.50

Problems Encountered in the Production and Marketing of AF Products

Table 4 presents the degree of seriousness of problems encountered by the farmer-respondents in the production and marketing of AF products. Results showed that farmers have serious problems on the lack of post-harvest collection center and unpredictable prices of the products. Likewise, on the production aspect, respondents have serious problems on the lack of post-harvest facilities and occurrence of pests and diseases. Nonetheless,

agroforestry farmers have moderately serious problems in marketing and production aspects and slightly serious in financial aspect.

On the overall mean of the degree of seriousness of the identified problems, result revealed that the respondents encountered slightly serious problems in marketing their products. This implies that the respondents can still cope with the prevailing problem on marketing. Nevertheless, it still requires to be addressed.

Table 4. Degree of Seriousness of Problems Encountered by the Respondents in the Production and Marketing of AF Products

Problem Category	Mean	Descriptive Rating
A. Marketing Aspect	2.61	Moderately Serious
Lack of post-harvest collection centers (3.49)		
Lack of standard system of selling product (3.28)		

Lack of transportation of products to the market (1.58)

Poor/ lack of farm to market roads (1.32)

Unpredictable prices (low price) (3.4)

B. Production Aspect	2.62	Moderately Serious
Inadequate amount of water used in production (2.5)		
Inadequate knowledge in post-harvest (2.6)		
Lack of post-harvest facilities (3.5)		
Limited farm size for production (1.8)		
Low volume of agroforestry products sold (1.9)		
Occurrence of pest and diseases (3.4)		
Financial Aspect	1.93	Slightly Serious
High interest on loans (2.1)		
Long time to recover capital investment (2.6)		
Unavailability of credit (1.1)		
Overall Mean	2.38	Slightly Serious

In the findings of FAO (2017), the challenges affecting the adoption of agroforestry were the following: lack of capital which was ranked high 87.00% among the limitations preventing farmers from fully adopting AF practices, followed by lack of technical skills (76.4%), lack of quality seeds (67.8%), lack of manpower (57.5%), and market inaccessibility (27.8%).

Opportunities Gain by the Respondents in Marketing Agroforestry Products.

Table 4a presents the opportunities gained by the respondents in marketing their AF products. Results show that 69.92% of the farmers gained increased income in marketing their agroforestry products, 13.0% were able to

establish good flow of marketing, 10.6% had established a standard price of selling products, 3.3% were equipped with knowledge/technical know-how on post-harvest handling, packaging and marketing their products and 1.6% attained better infrastructure (farm to market road) and were able to benefit the improved implemented policies in the marketing AF products.

Result implies that majority of the farmers claimed to have gained various opportunities in the marketing of agroforestry products and have increased their income due to the diversity of agroforestry products generated from their farms.

Table 4a. Opportunities Gained by the Respondents in Marketing Agroforestry Products

Opportunities	Frequency (f)	Percent (%)	Rank
1. Increased income	86	69.92	1
2. Good flow of marketing AF products	16	13.0	2
3. A standard price of selling in every product established	13	10.6	3
4. The farmers equipped with knowledge/technical know-how with regards to post-harvest Handling, packaging and marketing of their products	4	3.3	4
5. Better infrastructure	2	1.6	5

6. Improved policies with regard to marketing AF products	2	1.6	5
TOTAL	123	100	

Correlation Analysis between Agroforestry Farming and Socio-demographic Profile

Table 5 shows a significant correlation between annual income from agroforestry farming and some socio-demographic profile such as educational attainment, total area of agroforestry farm, organizational membership, length of farming experience, distance of agroforestry farm to market, and the topography of the farmlands.

The annual income of agroforestry farmers is attributed in their in their educational attainment implying that the higher is the level of education attained, the higher is the production resulting to higher income generated indicating a positive correlation. Their level of education had helped them better managed their farms via combining various inputs in a more desirable way. This relationship fits with Solomon's (2019) assertion that rural farmers' education is crucial for helping them comprehend and accept the complex scientific changes. Solomon (2019) made this claim in relation to agricultural productivity. By raising labor quality, increasing adaptability to disequilibrium through its impact on the adoption of innovations, and in a rapidly evolving technological or economic environment, education may directly increase farm productivity.

Additionally, farm size and length of farming experience affects the income, for the wider the farm area, the more products are produced and in turn generates more profit.

The same with the farming experience, for the higher the length of experience, the more they become flexible in adapting new changes due to the new knowledge gained from the past experiences in farming.

Further, organizational membership provides assistance to farmers in various forms such as provision of machineries, financial assistance and others that could help farmers spend less to increase more profits from the farm produce. As mentioned by Vu et al. (2020), farmers' associations play an important role to help members increase their access to support of information, capital, and technology; bring benefits to members; and partly promote production, enhance productivity, and increase income.

Moreover, the distance of agroforestry farm to the market is linked to the income of the farmers because the farther the distance of the farm to the market, the more expenses the farmer will incur due to the cost of inputs, increase transportation costs, and reduced effective price farmers receive from outputs. Also, the farmers will just wait for buyers to come pick their products, limiting them attain higher prices, and left no choice but to accept the prices set by the buyers which was the common problem mentioned by the farmers during the interview.

Topography of the farm likewise is correlated with the annual income of the farmers because the steepness of the land planted by the farmers is prone to soil erosion that washes off the nutrients to sustain plant growth and yield and consequently result to low yield and less profit.

Table 5. Correlation Analysis between Annual Income from AF Farming and Socio-demographic Profile of AF Farmers

Variables	Pearson <i>r</i>
Annual Income from AF Farming vs Educational Attainment	.324*
Annual Income from AF Farming vs Total area of AF Farm	.462*
Annual Income from AF Farming vs Organizational Membership	.502*
Annual Income from AF Farming vs Length of Farming Experience	.575*
Annual Income from AF Farming vs Distance from AF Farm to Market	.323*
Annual Income from AF Farming vs Topography of Farm	.272*

* Significant

Socio-Demographic Profile

Table 5a indicates that there is a significant correlation of the degree of seriousness of the problems

encountered by the respondents to the other socio-demographic profile like the total area of farm and the distance of agroforestry farm.

The degree of seriousness of problems encountered by the respondents from different barangays is also correlated with the farm size they cultivate and the distance from farm to market. Furthermore, respondents

with larger farms have less major problems as a result of the volume of products they produced and marketed.

Likewise, agroforestry farms located distant from market have minimal degree of problem seriousness most especially on the size of farm, products produced and income for larger farms can be found away from market centers or residential areas.

Table 5a. Correlation Analysis between the Seriousness of Problems Encountered and Socio- Demographic Profile of AF Farmers

Variables	Pearson <i>r</i>
Problems encountered vs. the farmers from different barangays	-.495*
Problems encountered vs. total area of AF Farm	.368*
Problems encountered vs. distance from AF farm to market	-.289*

*Significant

V. CONCLUSIONS

Based on the results of the study, the following conclusions were deduced:

1. Many of the agroforestry farmers are in their middle ages and dominated by males, mostly married, and Ilocanos and had attained elementary level. Majority have 5 and above family members and cultivating 1 to 2 hectares of land they owned and using their own money as their source of capital used in farming. Most of them are not affiliated to any organization. They earned an annual income of ₱201, 000 and above. The distance of their farms to their residence/ house is about 500 meters and below and 1 kilometer and below from agroforestry farm to market. A great number of farmers have 10 years and above experience in agroforestry farming.
2. Majority have sloping farmlands and also had been provided by the DA and DENR with financial, farm inputs, and technical assistance.
3. Components of the agroforestry farm of the respondents are mainly composed of corn and yemane. Their farm products are mostly promoted through word of mouth and marketed locally on wholesale basis. Prices of products are low during peak season and high during lean season as seen on the mark-up prices (Table 3d) of the products. It was found that the agrocrops had gained the highest net income.
4. Respondents' problems in production, marketing and financial aspects was rated slightly serious and most of the

opportunities gained from marketing agroforestry products was increased income.

5. The annual income of agroforestry farmers is significantly correlated with educational attainment, total area of the farm, organizational membership, length of farming experience, distance from agroforestry farm to market, and the topography of the farm. Similarly, seriousness of problem encountered is correlated to the barangay where they come from, area of the agroforestry farms and distance from agroforestry farms to market.

VI. RECOMMENDATIONS

Given the above mentioned conclusions, the following are recommended.

1. There should be an intervention plan pioneered by the faculty of Kalinga State University-Rizal Campus to address the problems encountered by the agroforestry farmers in the municipality of Rizal, Kalinga and other neighboring municipalities engaged in agroforestry farming.
2. Kalinga State University-Rizal Campus must initiate consultation and monitoring activities with the agroforestry farmers to organize, strengthen and encourage them to adopt more complex agroforestry systems that are adapted to changes in climate and to produce more diverse products that will consequently improve and increase their farm income.
3. There must be an organization/association of agroforestry farmers in the municipality of Rizal that is

linked to Department of Agriculture, Department of Environment and Natural Resource, Department of Trade Industry and other government and non-government agencies for an easy access related to the present and emerging farm technologies, financial, farm inputs, farm facilities and other assistance related to the production and marketing of agroforestry products.

4. Kalinga State University should establish agroforestry demonstration farms/ model farm that will serve as a show window that will encourage/motivate farmers and other interested individuals/prospects to intensify the promotion of agroforestry farming.

5. Empower/capacitate farmers by providing hands-on trainings, and seminars to equip farmers with knowledge and skills to enable them to cope with various problems affecting the production, marketing of agroforestry products which is considered as the less focused/limiting aspect in promoting agroforestry technology.

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Corporate Social Responsibility Practices Assessment Towards Responsible Entrepreneurship for Tabuk City's Micro Small and Medium Enterprises

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Received: 22 Nov 2022; Received in revised form: 17 Dec 2022; Accepted: 24 Dec 2022; Available online: 31 Dec 2022

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Abstract— This descriptive research aimed to assess analyze and evaluate the implementation of CSR among MSME in Tabuk City All seven indicators indicate mean ratings of 'great extent'. Among the eleven CSR activities MSME's are most active in disaster relief assistance activities and are not inclined to support Scientific Researches, Service to Veterans and Senior Citizens, Health Development and Socialized and Low Cost Housing. The extent of implementation of Community research and extension programs of Kalinga State University by its faculty garnered an overall mean of 2.62 which reveals that there is a 'moderate extent' of implementation. According to a DTI key person, lack of time, man power, promotion of benefits, incentives and proper coordination are the main problems and challenges encountered by the MSMEs in the implementation of CSR. It is therefore recommended that the College of Business Entrepreneurship and Accountancy should focus more on finding theories and concepts that are appropriate for implementing good and effective CSR by conducting CSR -related researches and the research findings and the theories and concepts formulated should be communicated to the MSMEs through the development of IEC materials and conduct of Training and Seminars. There may be collaborative implementation of CSR programs between Kalinga State University and the MSMEs of which the university may serve as the interceder between the MSME and the community. As an offshoot of the study, a proposed addition to the Research and Extension Agenda of the College of Business Accountancy and Entrepreneurship was crafted and A program proposal that aims to contribute to community development by conducting a series of training/seminars/workshop activities leading to a deeper and meaningful understanding and appreciation of CSR and towards socially responsible MSME's in Tabuk City Kalinga is formulated.

Keywords— Corporate Social Responsibility, Micro, Small, and Medium Enterprises, Research and Extension.

I. INTRODUCTION

Background of the Study

As a fully gifted province with human and natural resources, Kalinga is conducive to business and investment. As a developing province, Kalinga is improving in economic sectors such as tourism, industry, and agriculture. Entrepreneurial activities trigger innovation, create jobs, and generate economic growth. At the same time, it can be with environmental depravity,

pollution, exploitation, labor rights infractions, or human rights violations.

Micro, Small, and Medium Enterprises play a pivotal role in the economic development of any country. Recent researches highlight the importance of MSMEs in employment creation and poverty alleviation. However, they are businesses with small net worth with two remarkable features supported and managed by single individuals or family members which operate in a 'cluster.'

Corporate Social Responsibility (CSR) has become active in economic growth. It is becoming a trend for customers to favor businesses that do CSR because they think they can give back by buying a product or availing of such companies' service. There are many businesses today that do strategic CSR that helps both their companies and their target beneficiaries. When interactions involve their adopted communities in their core operations, they can instantly get help and assistance from the latter for their business pursuits.

CSR is the organization's increment towards the political, social, education, and economic advancement of the society and the country where it operates (Ademosu, 2008). Corporate Social Responsibility (CSR) is now utilized as a competitive tool in developing economies, and the parameters for effective CSR remain the same for MSMEs and large corporations.

In the pursuit of the Commission on Higher Education to craft workable research innovations and extension systems in Philippine higher education, CHED Memorandum Order (CMO) No. 52 Series of 2016 were issued. This CMO presents pathways that will support the development and articulation of the new innovation and research eco system in Philippine higher education, namely, Pathways to Equity, Pathways to Relevance, and Pathways to Advancement.

Research development, extension, and training are major functions of the Kalinga State University (KSU) necessary for the generation, adoption, and commercialization of appropriate technologies by clients such that the latter may eventually, by themselves, achieve development and inclusive growth.

The Kalinga State University (KSU) Research and Development Services is mandated to conduct research and development programs in priority disciplines and key areas for improving instructional programs and to promote the development of rural and urban indigenous communities and farmers through the generation of matured appropriate technologies for increased agro-industrial productivity. It also seeks knowledge and sustainable technologies that are economically viable, socially acceptable, and environment friendly to support local, regional, national, and international development.

KSU also includes in its mandate social researches geared towards development of social measures that support economic progress and maintenance of public safety and security.

The motivation for this study is to deepen the knowledge of CSR in Tabuk City, Kalinga by assessing the extent of implementation of CSR by the MSMEs and the extent of implementation of KSU's research and extension agenda pertaining to CSR. Based on the findings, recommendations will be made to assist MSMEs to effectively manage activities inside their businesses, which could result in increased competitiveness and for KSU to develop an Enhanced Research Development and Extension Program.

Conceptual Framework

Tewari and Pathak (2014) posit that MSMEs thrive and grow in a different business environment, while effective CSR parameters persist for MSMEs and big corporations. SMEs are structurally different from large companies to a great extent and therefore, so is their potential concerning social responsibility (Málovics, Csigéné and Kraus, 2008). Yet CSR has been identified as a potential tool for enhancing competitiveness among businesses (Filho et al., 2010).

The study of Turyakira, Venter and Smith (2014) register that workforce-oriented CSR projects, society-oriented CSR activities, market-oriented CSR activities, and regulated CSR activities significantly influence the competitiveness of SMEs. As it remains to follow far-reaching trends, CSR is seen as an effective strategy for stimulating the operations and competitiveness

Bailur (2006) says that although CSR has been considered mainly in larger enterprises, it is also a strategic tool for enhancing SMEs' competitiveness.

Consumers nowadays are much more concerned about SMEs inclination towards CSR activity and information (Uthamaputhran et al., 2016).

To remain competitive, business managers must ascertain how their businesses can grow to be socially responsible, ecologically sustainable, and economically competitive (Orlitzky, Siegel, & Waldman, 2011).

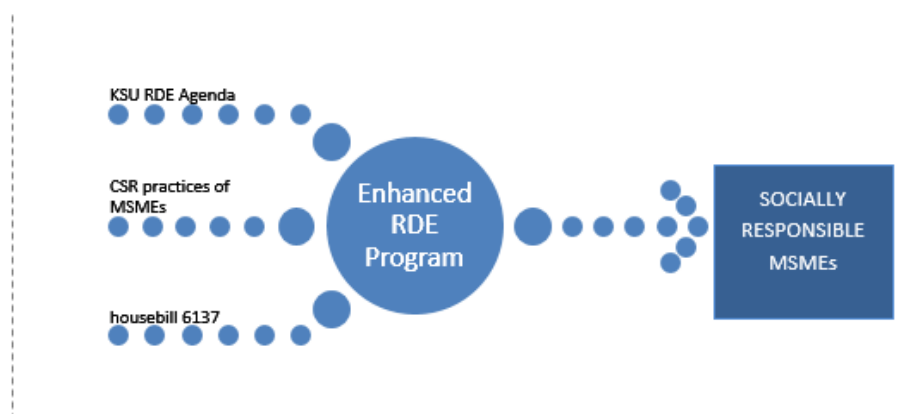


Fig.1. Concept Map

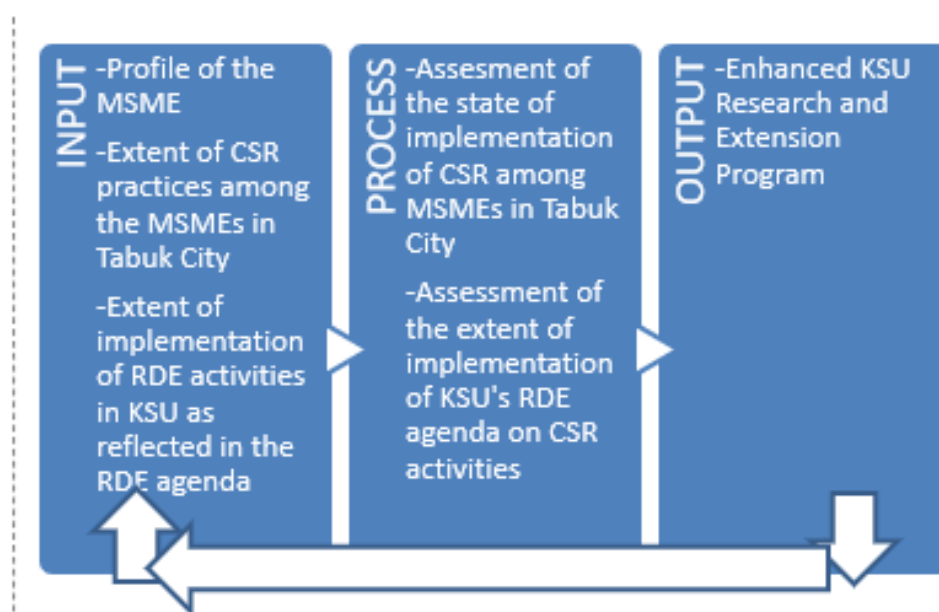


Fig.2 IPO Conceptual Framework

The study utilized the Input Process Output model in assessing the profile of the MSMEs, analyzing their definition of CSR, reviewing the extent to which CSR practices are manifested, and evaluating the problems and challenges in the implementation of CSR among MSMEs in Tabuk City.

The research focuses on a specific group (MSMEs) tied to a specific location (Tabuk City). It will also involve interviews with key persons from the MSMEs representative and government agencies involved in the implementation of CSR in the City. This study intends to contribute to the research and extension of CSR in Kalinga, especially in Tabuk City. Through a practical analysis of CSR's main components, the present study can provide valuable information to the research and extension services of Kalinga State University as well as the

businesses interested in improving their CSR and their stakeholders through proper intervention.

Through the inputs in the study, the author may now develop an enhanced research and development program that is in line with the KSU agenda and specifically that of the College of Entrepreneurship, Tourism and Hospitality Management. Under the College Banner Agenda is Corporate Social responsibility which seeks to determine if organizations perform their social responsibility and to conduct an assessment on the local governance practices of community leaders and public officials in the locality.

The expected output of the study is to formulate extension projects and research proposals that are responsive to the needs of the MSMEs and in line with the vision, mission, and goals of Kalinga State University.

Moreover, the author may also present recommendations for the MSME to improve their CSR in order for them to grow socially responsible, ecologically sustainable, and economically competitive.

Statement of the Problem

This study aims to assess, analyze, and evaluate the implementation of CSR among MSMEs in Tabuk City which will serve as groundwork for Kalinga State University's Research Development and Extension Programs Towards Responsible Entrepreneurship. Specifically, it will seek to formulate extension projects and research proposals that are responsive

Specifically, it attempts to answer the following questions:

1. What is the profile of the MSME in terms of:
 - 1.1 asset size;
 - 1.2 industry type;
 - 1.3 length of business operation;
 - 1.4 range of CSR budget allocated; and
 - 1.5 annual net savings
2. What is the participants' extent of understanding of the CSR concept?
3. What is the extent of implementation of CSR among the MSMEs in Tabuk City along the following activities?
 - 3.1 Charitable programs and projects
 - 3.2 Scientific Research
 - 3.3 Youth and sports development
 - 3.4 Cultural and Education Promotion
 - 3.5 Services to Veterans and senior Citizens
 - 3.6 Social Welfare
 - 3.7 Environmental Sustainability
 - 3.8 Health Development
 - 3.9 Disaster relief assistance
 - 3.10 Socialized and low-cost housing
 - 3.11 Employee and welfare related CSR activities
4. Is there a significant difference in the extent of implementation of CSR practices when grouped according to profile variables?
5. What is the extent of implementation of the community extension program of KSU as reflected in the research development agenda?
6. What are the problems/challenges in the implementation of CSR among MSMEs in Tabuk City?

7. What enhanced Research Development and Extension Program can be proposed for Kalinga State University?

Hypothesis

Ho There is no significant difference in the extent of implementation of CSR activities when grouped according to variables.

Significance of the Study

This study is of great significance to the following:

KSU Administration. The results and recommendations of the study will serve as basis for Kalinga State University's Enhanced Research Development and Extension.

MSMEs. An enhanced Research Development and Extension program as an outcome of the study will benefit the MSMEs to improve their CSR practices which will mutually benefit their business and the community.

DTI and Local Government Units. The findings in the study will help DTI and Local Government Units identify the problems and challenges faced by MSMEs in implementing CSR activities and in complying with CSR laws.

CSR Beneficiaries. The result of this study will provide a better delivery of CSR activities among MSMEs for the beneficiaries to avail of.

Researcher. This study will benefit the researcher to better understand the implementation of corporate social responsibility among MSMEs.

Future Researchers. Results of this study will serve as secondary source of information for those intending to carry out further study related on the implementation of corporate social responsibility of MSMEs.

Scope and Limitation of the Study

The study focused on the extent of understanding and extent of implementation of MSMEs in Tabuk City along the following activities: Charitable programs and projects, Scientific Research, Youth and sports development, Cultural and Education Promotion, Services to Veterans and senior Citizens, Social Welfare, Environmental Sustainability, Health Development, Disaster relief assistance, Socialized and low-cost housing and Employee and welfare related CSR activities. The study further underwent a pairwise association on the MSMEs extent of implementation of CSR activities. Also, the extent of implementation of the community extension program of KSU as reflected in the research development agenda were evaluated. The study further documented the problems/challenges in the implementation of CSR among

MSMEs in Tabuk City. The obtained data served as bases in the conceptualization of a Proposed Enhanced Research Development and Extension Program for Kalinga State University.

The study participants were the population of the owners/proprietors, supervisors, and managers of the different retail and service business enterprises of the registered MSMEs in Tabuk City. The sample respondent was derived from a total of 1726 MSMEs and from who are willing to participate in the study. Research and Extension implementers at Kalinga State University particularly from the College of Business Administration, Entrepreneurship and Accountancy were asked to answer questions on the extent of implementation of KSU RDE agendas. At least one key person from DTI and City Business Licensing and Processing Office in the implementation of CSR in the City were also interviewed.

A modified questionnaire was used to assess the extent understanding and implementation of MSMEs CSR activities. Also, an in-depth interview with key person from government agencies involved in the implementation of CSR in the City were also conducted.

II. REVIEW OF LITERATURE

Corporate Social Responsibility

Corporate Social Responsibility is an uncertain and complex term of assorted meaning (Matten and Moon, 2005).

Howard R. Bowen minted the term Corporate Social Responsibility in his 1953 book, *Social Responsibilities of the Businessman*. After which, corporate social responsibility has been updated and innovated by each industry according to its position and the people's basic needs.

The rapid speed of globalization in the economy has generated novel demands, specifications, and competition for various sectors, Omur et al (2012).

According to Vidal-León (2013), the concept of 'Corporate Social Responsibility (CSR) has grown to be a repeated theme for businesses, governments, and international organizations. Corporate Social Responsibility (CSR) is rising as a vital international business inclination and is growing a preoccupation of numerous business managers worldwide (Strandberg, 2005). It talks of the doctrine where an entity whether it is Government, Private Corporation, or Public Organization has a responsibility towards society (Bihari, 2011).

According to Sharma (2012,) businesses have been presenting a vast attempt to accomplish business aims and

marring the business goals with social responsibility practices.

Vogel (2005) regarded CSR as "doing good to do well" for this new millennium age. Baker (2012) defined corporate social responsibility as a corporation's act to make its business methods and culture influence social and economic sustainability and ethics in the locality. This is an essential interest of the management and must be apparent to the people that patronize them for their core values, decision making, and strategies.

Like a chameleon, Corporate Social Responsibility (CSR) adjusts its color according to its setting (Mitra, 2021).

Baker (2004) distinguished Corporate Social Responsibility as the action of a corporation to make its company methods and culture conceive a particular impact on the social and economic sustainability and ethics of the economy in the locality.

The universality of the term CSR endangers its bearing of any unique meaning. Notwithstanding its deep history, no agreement has been formed among the industry participants, academics, or other interested parties (Sheehy, 2015). Moreover, numerous researchers/scholars moreover defined CSR that concentrated on the activities that promote social, legal and economic promotion for business sectors and partners in the trade.

Corporate social responsibility involves strategies whereby corporations or firms conduct their business in an ethical, society-friendly, and beneficial way to the community in terms of development (Roja, 2015)

The World Bank defines CSR as the engagement of businesses to act ethically and commit to sustainable economic growth by working with all critical stakeholders to enhance their well-being in directions that are desirable for business, the sustainable development plan, and the community. The success of consumer-based organizations lies on how consumers respond to the product and services offered by the organizations and the initiatives taken. (Jehangiri, 2020).

According to Chandler (2011), it is a duty among firms to satisfy their stakeholders' needs and a duty among stakeholders to hold firms accountable for their acts. Likewise, Gold, Muthuri, and Reiner (2018) see CSR as actions that drive sustainable development simultaneously with the organization's essential business operations, social good, and government policy discourse. Williams and Siegel (2001) define Corporate Social Responsibility (CSR) as 'actions that appear to further some social good, beyond the firm's interests and that which is required by law.' Matten and Moon (2008) propose that CSR involves

firms' policies and practices that indicate their commitment to broader society.

Lee and Chan (2017) argue that CSR in China has been driven by government initiatives and the introduction of mandatory environmental and social responsibility reporting.

According to Aguinis (2011), CSR is 'context-specific organizational actions and policies that consider stakeholders' expectations and economic, social, and environmental performance. Sachs, Rühli, and Kern (2009) submit that CSR has roots in morality and emphasizes corporates' responsibility not to harm society and environment while positively contributing to the welfare of the community and its stakeholders. The European Commission has put CSR simply as "the responsibility of enterprises for their impacts on society and streamlines what a business should do to meet that responsibility (European Commission, 2011).

According to the research conducted by Vanhamme and Grobben (2009), implementation of CSR is an effective tool in countering the negative publicity to gain and enhance the reputation of the organization as well as increase the profit of the organization.

It is clear from CSR trends and practices that social responsibility has both an ethical and moral component as well as a business component (Carroll and Laasch 2020).

Micro Small Medium Enterprises

Micro, Small and Medium Enterprises play a pivotal role in the economic development of any country. Recent research highlights the importance of MSMEs in employment creation, poverty alleviation, and economic development in both developed and developing economies (Mabhungu, 2017). The small and medium enterprise that is more popularly known as SME has become the backbone of the economy since it can generate more opportunities in today's economies that encounter critical challenges in employment (Rustantono, 2013)

For developing economies, SMEs are increasingly being recognized as productive drivers of economic growth and a major source of job creation (Bouazza, 2015). According to Harvie (2019), SMEs are essential across East Asian economies, whereas SMEs' powerful position differs extensively among the different countries. They are crucial because they provide a flexible, skilled production base that draws multinational corporations (MNCs).

A recent study by Ayyagari (2011) noted that SMEs are the most significant contributors to total job generation across developing countries and have the most critical employment share, accounting for 71% of jobs in the

region. Not only do SMEs employ the most significant number of people, but they also generate the newest jobs.

CSR or "Corporate Social Responsibility" has been continually improved and redefined in the past years. Plainly placed, CSR is the responsibility that private business or companies hold or ought to have in the society.

MSMEs are organizations in which interpersonal relationships and informal communication is extremely important Russo and Tencati (2009).

According to Yang et al. (2020) there are two forms of CSR in China, the family-owned SMEs (small and medium-sized enterprises) highlighting local reputation, and the corporate which is primarily governmental organizations demonstrating global and national societal expectations.

According to Nejati and Amran (2009) CSR has traditionally been the sphere area of the corporate sector. The attention of the Small and Medium-Sized Enterprise (SME) sector's increasing importance has directed to concentration on their social and environmental impact in a growing number of initiatives aimed at engaging SMEs in the CSR agenda (Jenkins, 2006).

The contributions of SMEs toward the corporate social responsibility are increasing in the society along with the number of SMEs gradually increasing in the market and playing a significant role in the corporate social responsibility to improve the economic and social development of the nation (Chelliah, Jaganathan and Chelliah, 2017).

The study results of Yoon (2014) recount that CSR publicity's credibility is a very significant factor in the corporate image and customer loyalty. Media credibility is also another one in the credibility of CSR publicity. Hernández (2020) validates that MSMEs that carry out CSR activities in their economic, social, and environmental perspectives increase their financial performance. Jain (2019) stated that if examined critically, CSR obligation holds the potential to radically modify the business model of an industry.

CSR involves working in partnership with local communities, making socially sensitive investments, developing relationships with employees, customers and their families, and involvement in activities that promote environmental conservation and sustainability (Ismail, 2009).

Murillo (2006) shows the exciting links that SMEs institute between responsible methods, improved competitiveness, and financial results. CSR projects can help a vast range in developing MSMEs' survival rate and may extend more opportunities for business

competitiveness nationwide and abroad (Yáñez-Araque, 2021).

Social Welfare CSR

According to the Commission of the European Communities (2001), CSR is essentially a concept whereby companies decide voluntarily to contribute for the betterment of their community. It is also a way of paying back to the community, society, and environment (Strandberg, 2005).

Corporate social responsibility is ubiquitous knowledge that can be observed as the relationship of companies with the community and the need for companies to regulate their values with societal expectations (Atuguba, 2006). It is shown in the study of Mustofa (2019) that the development program of MSME from the community has a positive impact on business development.

In their attempts to adopt CSR, organizations must recognize the interests, importance, and objectives of different stakeholders and approach their ever-changing needs (Guerra, 2002). Swift and Zadek (2002) see that although CSR has a great potential to produce a positive reinforcement to approaching the demands of disadvantaged communities, there are methods in which CSR could, whether by error or by the scheme, damage such communities.

Most of the SMEs being attached in villages and communities or in the outlying areas have substantial adjustability to the local settings, exposure to local intricacies, and also access to local sources. Thus, they are notably befitted to proceed with CSR (Nair, 2012).

Environmental Sustainability

Small and medium-sized enterprises (SMEs) as well as larger enterprises generate economic, social, and environmental impacts on their environment (Sarango-Lalangui, 2018).

Freeman (2010) states that Corporate Social Responsibility as perception is an “add on” to “business as usual.” And the phrase often heard from the executive as corporate social responsibility is acceptable as long as you can manage it”

Organizations are ordered to take charge of the approaches whereby their operations influence communities and the natural environment. They are also asked to apply sustainability principles to how they conduct their business (Damato, 2009).

Businesses that are environmental stewards stand to gain many satisfied and loyal customers (Yazdanifard and Mercy, 2011). A survey of European SMEs revealed that environmentally oriented CSR activities are generally

aimed at designing environmentally friendly products or production processes, as well as being actively engaged in recycling activities (Mandl and Dorr, 2007).

Khan (2016) strengthens the positive correlation between CSR practices and engagement; CSR and organizational performance; and employee engagement and organizational performance.

Workforce CSR

Numerous authors consider that employees are the true internal resources of companies (Gallardo-Vázquez & Lizcano-Álvarez, 2020). According to Di, DonatO,& Izzo, (2007), the measures of workforce-oriented CSR activities are based on health and safety systems, systems for employee training and development, equal opportunities policies, systems for good employee relations, and systems for job creation and security. As found in the study of Zientara (2015) companies that seek to have dedicated and pledged employees should embrace CSR to enhance their competitiveness.

In the USA alone, it is estimated that the USA economy suffers an approximated 450 to 550 billion USD yearly due to reduced productivity from disengaged employees (Sorenson, 2013).

Corporate social responsibility (CSR) has risen as a critical philosophy and a strategy that influences internal and external attitudes (Lee, 2013). Increasing data suggests that employees' perceptions of their employer's corporate social responsibility correlate positively to employee work engagement (Rupp, 2018). The results in Closos (2015) also indicate that external ethico-legal practices and philanthropic practices positively impact job satisfaction.

The study of Kim (2016) indicates that adding CSR programs to existing Internal Marketing programs is possible to improve beneficial employee work attitudes such as Organizational Commitment, which in turn provides decreasing Turnover Intention. Notable full mediation role was also recognized in the relationship between the perceptions of environment-oriented social responsibility activities and job satisfaction levels (Boğan, 2018).

Glavas and Piderit (2009) recognized that CSR's value founded the impact on employee engagement from beneficial employee perceptions of CSR to the employee. He also, recommended that a basis for the positive relationship between CSR and attention is that employees find more surpassing meaningfulness and value unity at work.

However, Pajo and Lee (2011) observed that although extra-role engagement in CSR might positively influence employees, conceivably, too much extra-role involvement

in CSR is not a good thing and might be considered as taking away time from work. But there is a counter-trend appearing in a workforce portion wherein commitment increased at work because of corporate social responsibility (Glavas, 2016).

According to Eua-anant et.al (2011), the degree of CSR adoption is greatly influenced by the participation and the perception of the employees towards corporate image to the wider society. Fu (2014) believes that employees should exert added effort to promote CSR initiatives and relate them to stakeholders to improve firm performance.

Grant et al. (2008) observed that more significant good contribution makes an employee feel good about themselves, therefore enhancing their self-concept ending in more sweeping organizational identification.

DEFINITION OF TERMS

The following terms are hereby defined in a manner they are used in the study for clarity:

Accountability. The extent to which a firm attends to the needs and demands of its stakeholders.

Annual Income. The total value of income earned during a fiscal year Fiscal Year (FY) Fiscal Year (FY) is a 12-month or 52-week period of time used by governments and businesses for accounting purposes to formulate annual report.

Budget. An estimate of income and expenditure for a set period of time.

Charitable Program. An event organized by charitable organization whose primary objectives are philanthropy and social well-being.

Climate change. The term used to describe the effect of human economic activity on the planet's atmosphere and weather systems.

Community Welfare. This refers to the corporate social responsibility activities such as giving donations for internally displaced people (IDPs), victims of war or terrorism and victims of natural calamities.

Contribution to Education and Health Sector. Usual and common institutions being helped by the MSMEs, including granting scholars, giving medicines, or conducting medical missions.

Corporate Social Responsibility. It is defined as the commitment of businesses to contribute on a voluntary basis to sustainable development by working with relevant stakeholders to improve their lives in ways that are good for business, sustainable development agenda, and society at large.

Environment and Energy importance. Significant actions of MSMEs in using available resources and energy effectively and efficiently.

Ethics. A guide to moral behavior based on social norms and culturally embedded definitions of right and wrong.

Extension Project. It refers to a venture where research results, existing technologies, and good practices answer the needs of a pre-identified community through Training Needs Assessment.

Extension. It is a non-formal system of education which is organized to give rural people welfare and practical information in agriculture, fisheries, homemaking and community organization helping improve farm techniques, productivity, the physical level of living of rural families, and fostering rural community welfare.

Globalization. The free flow of people, ideas, trade and finance around the world.

Income. The money received, especially on a regular basis, for work or through investments.

Industry. It is a group of companies that are related based on their primary business activities.

Low Cost Housing. It is considered housing constructed with low budget.

Micro, Small and Medium Enterprises. It is defined as any business activity or enterprise engaged in industry, agri-business and/or services that has: (1) an asset size (less land) of up to PhP100 million; and (2) an employment size with less than 200 employees.

Products/Services. The sources of income of businesses. Products are anything that are being offered in the market, while services are acts done by someone specializing in it.

Program. It is a group of interrelated research projects requiring an interdisciplinary or multidisciplinary approach to meet established goals within a specific time frame.

Project. It is a group of interrelated research studies belonging to the same field or discipline designed to meet certain established goals within a specific time frame. Two or more studies may make up a project.

Research Project. It is an inquiry or investigation directed at acquiring new or additional knowledge/information about a certain topic.

Retail. Refers to the sale of goods and services to the public for consumption.

Service. A business that does work for a customer, and occasionally provides goods, but is not involved in manufacturing.

Social Welfare. It offers assistance to individuals and families in need, with such programs as health care assistance, food stamps, and unemployment compensation. Lesser known parts of a social welfare system include disaster relief and educational assistance.

Transparency. The quality that makes something obvious or easy to understand.

Workforce. Group of people hired by the banks to do their assigned job description for the purpose of achieving its vision and mission.

III. METHODOLOGY

The locale of the Study

The study was conducted in the city of Tabuk province of Kalinga.

Research Design

The research methods of this study are both qualitative and quantitative. It involved primary data collection using a questionnaire, and numbers. The findings were presented in the form of graphs and tables to communicate a discernment of reliable and unbiased research (Denscombe, 2003). It also involved interviews with key person from DTI and City Business Licensing and Processing Office in the implementation of CSR in the City.

Respondents/informants/research participants

The study was conducted in Tabuk City, Kalinga Province for Calendar year 2021. The participants of the study involved the owners/proprietors, supervisors, and managers of the different retail and service business enterprises. Sample respondents were derived from a total of 1,726 MSMEs. And from the total, the researcher selected business enterprises engaged into retail and service business who are willing to participate in the study.

The Slovin's Formula were utilized to arrive at a sample population.

The list of registered MSMEs by the DTI were used by the researcher as a criterion to identify research participants. Research and Extension implementers at Kalinga State University particularly from the College of Business Administration, Entrepreneurship and Accountancy were asked to answer questions on the extent of implementation of KSU RDE agendas. At least one key person from DTI and City Business Licensing and Processing Office in the implementation of CSR in the City were also interviewed.

Table 2 Research Participants

RESEARCH PARTICIPANTS		No.
MSMEs	owners/proprietors, supervisors and managers	213
Kalinga State University	Research and Extension implementers	10
DTI/Local Government Unit	key person	2
Total		225

Data Gathering Tools

A modified questionnaire was used using as a reference model the CSR Questionnaire for companies by Georgescu, (2016) from the Patterns of Corporate Social Responsibility in the Philippines: A Case Study of Japanese Companies Operating in the Philippines. It is adopted to the MSMEs environment settings and incorporating the 11 CSR practices provided for by Housebill 6137.

The researcher collected data from the selected sample. Because of the emerging dangers of Covid19, the researcher conducted the survey online using google forms sent to the participants' email or Facebook account, and offline through floated printed questionnaires.

Data Analysis

All the data gathered from the participants were collected and systematically tabulated. Quantifiable data were translated into descriptive statistical values, which served as the basis in drawing interpretations and conclusions.

The following statistical methods were employed:

- 1) Frequency and percentage- This were used to present the participants' profile.
- 2) Mean- This were used to determine the extent of implementation of CSR practices among the participants.

Table 1. Scale for measuring the extent of understanding and implementation of CSR by the MSMEs in Tabuk City

Mean	Interpretation
4.20-5.00	Very Great Extent
3.40-4.19	Great Extent
2.60-3.39	Moderate Extent
1.80-2.59	Low Extent
1.00-1.79	Very Low Extent

- 3) T-test/ANOVA- This were used to address the inferential questions in the study.
- 4) Explanatory-Sequential Approach -This were used to follow up the quantitative results with qualitative data. Thus, the qualitative data are used in the subsequent interpretation and clarification of the results from the quantitative data analysis
- 5) Thematic Analysis- This were used in organizing participant's responses in the interview to identify the problems/challenges in the implementation of CSR among MSMEs in Tabuk City.

IV. RESULTS AND DISCUSSION

Summary of Findings

The results of the study are summarized as follows:

I. Profile of the MSME participants

In the Philippines, businesses are categorized by asset size and by number of employees, the micro, small, and medium enterprises (Ona, 2014).

Table 2. MSME Classification based on Asset Size

<i>MSME Classification</i>	<i>Frequenc y</i>	<i>Percentag e</i>
1. <i>Micro (up to 3 million)</i>	103	48.36
2. <i>Small (3,000,000,001 to 15,000,000)</i>	106	49.76
3. <i>Medium (15,000,001 to 100,000,000)</i>	4	1.88
Total	213	100

Table 4 presents the profile of the MSME according to asset size. There were a total of 213 MSMEs who participated in the research. Of this figure, small MSME got 106 or 49.7%, micro MSME represented 103 or 48.36% while medium represented only 4 or 1.88% which means that majority of the participants are classified as small. This implies that Tabuk City has a thriving and growing economy. Because small businesses operate locally, they create job opportunities with preference for local individuals, driving new job growth in a local town or city (Siemens,2010).

Table 3. MSME Classification based on Industry

Industry classification	Frequency	Percentage
1. Retail	136	63.85
2. Service	77	36.15
Total	213	100

Table 5 presents the classification of the MSME according to Industry. It is gleaned from the table that Retail got a frequency of 136 or 63.85% while Service is 77 or 36.15%. The table reflects that most of the respondents are engaged into retail services. The retail industry in the study are also representative of the small scale manufacturers of the province's priority products identified by the Department of Trade and Industry which are coffee, fruit and rice wine, chilli paste, chilli vinegar, local varieties of indigenous rice, chips made from vegetables, and handicrafts such as handwoven items, clothes and garments, bags, decorations, among others.

Table 4. MSMEs Length of Business Operations

Length of Business Operations	Frequency	Percentage
1. 1-10 year	79	37.09
2. 10 years and above	134	62.91
Total	213	100

Table 6 reveals that in terms of length of Business Operations, 134 or 62.91% have been operating in Tabuk City for at least ten years and 79 or 37.09% for less than ten years which means that majority of the business enterprises who responded have already established their operations. It implies that over the course of years they were able to survive challenges such as changes in technologies, innovative products, customer demands, and the desire to remain flexible as SMEs are often faced with competitive forces which threaten their survival (Adeniran, 2012).

Table 7 indicates the CSR budget that the MSMEs allocate in their annual CSR activities. Most with (48.8%) allocate over P5,000 to 8,000.00, while 30.5 percent sets aside P5,000.00 or less and 19.2% reserves over P8,000-16,000. There are few (1.4%) which allot P16,000.00 above CSR budget. This mean, that most of the

respondents of the study set aside a budget for CSR although CSR in the Philippines and specially for the MSMEs is voluntary and is only tax –deductible if certain requirements are fulfilled (Jamali, 2007).

Table 5. MSMEs Annual budget for CSR activities

CSR budget	Frequency	Percentage
1. 5,000 below	65	30.5%
2. Over 5,000 to 8,000	104	48.8%
3. Over 8,000 to 16,000	41	19.2%
4. 16,000 above	3	1.4%
Total	213	100%

Table 6 MSMEs Annual Net Income/savings

Annual Net Income/savings	Frequency	Percentage
1. 250,000 below	54	25.4%
2. Over 250,000-400,000	83	39.0%
3. Over 400,000 to 800,000	67	31.5%
4. 800,000 and above	9	4.2%
Total	213	100

Net income denotes either net profits or net loss, which is obtained after deducting all sorts of expenditures such as paid –out costs both in-kind and cash, depreciation charges, rent, and interest in capital (Sarma, 1972). More than a quarter (39%) of the participants have an annual net income/savings of Over 250,000-400,000, while 31.5 percent has over 400,000 to 800,000, 25.4 percent has below 250,000 annual net income/ savings and only 4.2 percent indicated that they earn or save 800,000.00 and above.

In summary, majority of the MSMEs are classified as small enterprises, engaged in retail business operating for more than ten years have a CSR budget of over 5,000 to 8000, and are earning over 250,000-400,000 as their annual net income/savings.

II. Participant's extent of understanding of the CSR concept

Table 7. Participant's extent of understanding of the CSR concept

<i>Participant's extent of understanding of the CSR concept</i>	<i>Mean</i>	<i>Descriptive Scale</i>
1. CSR is the sum of philanthropic activities a company carries out voluntarily from time to time in the local community.	4.00	Great Extent
2. CSR is the commitment to national labor and environmental laws.	3.63	Great Extent
3. CSR is about promoting transparency, fairness and accountability through a set of internal rules or processes by which businesses are operated and regulated.	3.60	Great Extent
4. CSR is indispensable to a business' public relations or marketing department.	3.44	Great Extent
5. CSR's aim is to minimize the negative impact on the company's social and natural environment.	3.43	Great Extent
6. CSR is a concept that helps to achieve commercial success.	3.42	Great Extent
7. CSR describes the way a company engages with its stakeholders (including shareholders, employees, customers, business partners, government and Communities)	3.43	Great Extent
Weighted mean	3.56	Great Extent

Table 9 presents a summary of the participants' extent of understanding of the CSR concept. The data disclosed that MSMEs in Tabuk City, Kalinga have a 'great extent' of understanding in the concept of CSR. All seven indicators indicate mean ratings of 'great extent'.

The MSMEs particularly have the highest rating of 4.00 on their understanding that CSR is the sum of philanthropic activities a company carries out voluntarily from time to time in the local community. However, their understanding that CSR is a concept that helps to achieve commercial success got the lowest mean score of 3.42 it is still rated at a "great" extent. This is an implication that the MSMEs in Kalinga adhere to their indigenous tradition of observing paniyaw. Paniyaw is a Kalinga dialect that is one of their three ethos which implies that good doings are always rewarded and bad doings are always punished because of the violations of the commandments of God (Wangiwang, 2016).

Philanthropy has been a tradition in the Philippines, where individual giving, and volunteerism are acknowledged to be "hidden forces" in the social and economic life of Filipinos. Tabuk City is one of the eight municipalities of the Province of Kalinga in the Cordillera Administrative Region and philanthropy is related to cultural belief and practice of the Kalingas called paniyaw.

This finding is contrary to the findings of Williamson et al. (2006) where it was revealed that SMEs were driven not by principles of social responsibility, but mainly by regulations and business performance. But it, however, conforms with Avesani (2020) which states that

Corporate Social Responsibility normally goes beyond regulation compliance and can be considered a sign of business pro-activeness.

Corporate social responsibility (CSR) is the notion that corporations have a responsibility to the society and environment from which they draw their resources and whom they serve, which is increasingly carried out in a way that supports businesses. The table further reveals that the participants also understand on a great extent that CSR is the commitment to national labor and environmental laws. In support to this, Avesani (2020) stated that CSR is a tool adopted by numerous companies to take responsibility for the detected social and environmental impacts. Many of the participants conduct tree planting activities and joins community clean up drive as their periodic CSR activities to manifest their support to projects of National Agencies like the Department of Environment and Natural Resources and of the local government units.

The participants also understand to a great extent that CSR is about promoting transparency, fairness, and accountability through a set of internal rules or processes by which businesses are operated and regulated. In the same way, the Prince of Wales Institute describes social corporate responsibility should not only include responsible core business activities and philanthropic investments, but also business involvement in public-private partnerships (Nelson, 2008). Responsible core business activities among the MSMEs in Tabuk City include adherence to the minimum wage and other Labor

regulations set forth by law.

Furthermore, MSMEs in Tabuk City understand to a great extent that CSR is indispensable to a business' public relations or marketing department as revealed during the short interview with a participant.

Participant: “*Kasla mayat ti ag fund raising ta idi nag fund raising kami para ti kailyan ket kasla simmikat tuy kape mi ken immadu naglakwak tuy kapek uray idi nalpasen ti fundraising*” (I think organizing fund raising for a tribe mate is good because it seems to have popularized my coffee product and increased my sales even after the event)

This is consistent to the findings of Aram (1980) which states that socially responsible behavior can create a

healthy, thriving community to do business, enabling a firm to reap benefits of its society-centered actions.

While their understanding that CSR is a concept that helps to achieve commercial success got the lowest mean score of 3.42, it is still rated at a “great “extent. This signifies that the MSMEs of Tabuk City, conceive Corporate Social Responsibility as mainly beneficial to the community, environment its employees, customers, business partners, governments but has minimal contribution to the success of its business endeavor. This implies that there is a need for the MSMEs to appreciate CSR as a tool to commercial success.

III. Extent of Implementation of CSR among the MSMEs in Tabuk City

1.1. Charitable programs and projects

Table 10. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Charitable programs and projects

<i>Charitable programs and projects</i>	<i>Mean</i>	<i>Descriptive Scale</i>
<i>The business/company makes monetary donations to deserving causes.</i>	4.09	<i>Great</i>
<i>The business/company helps raise money for the local Red cross.</i>	3.22	<i>Moderate</i>
<i>The business/company partners with a specific non-profit organization to take donation requests.</i>	2.87	<i>Moderate</i>
<i>The business/company participates in charity race (walk for a cause, bike for a cause, dine for a cause etc.)</i>	3.18	<i>Moderate</i>
<i>Weighted mean</i>	<i>3.44</i>	<i>Great</i>

Table 10 shows the extent of implementation of CSR among the MSMEs in Tabuk City in terms of Charitable programs and projects. It is gleaned from the table that “The business/company makes monetary donations to deserving causes” got a weighted mean of 4.09 with a descriptive scale of “Great Extent”, “The business/company helps raise money for the local Red cross” got a weighted mean of 3.22 with a descriptive scale of “Moderate Extent” while the program which is “The business/company partners with a specific non-profit organization to take donation requests” got the lowest weighted mean which is given a descriptive scale of 2.87“Moderate Extent”.

These are some responses according to MSME participant engaged in hotel services:

Participant: “*We did not give money but nag provide kami ti rooms para dagidiay frontline workers diay hotel mi free of charge including their food idi ka idecdeclare ti lockdown ta awan met pay piman idi ti available facilities para ken isuda, I think that is charity*”

(We did not donate money but we provided accommodations to healthcare workers and donated meals to frontline officers during the onset of lockdown because there were no available facility for them at that time. I think that is also charity)

Another participant who is an owner of a big restaurant said:

Participant: “My place is always open to be used as venue for fund raising activities. Like this year, we hosted a mini concert to fund for the operation of a young girl in upper Kalinga and another fund raising drive for the five children of a couple who died in an accident. I believe that this simple gesture can help other people and also, I am able to advertise my business with new customers.”

Implementing philanthropic initiatives creates a distinctive competitive advantage for businesses that seeks to improve their brand, enhance market recognition, and develop better customer perception (Fioravante, 2010).

1.2 Scientific Research

Table 11. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Scientific Researches

Scientific Research	Mean	Descriptive Scale
<i>The business/company sponsors research endeavors.</i>	1.3	Very Low
<i>The business/company actively participates in researches conducted by students and the academe as respondents or participants.</i>	2.22	Low
<i>The business/company donates cash or in kind for research based school activities</i>	1.48	Very Low
<i>The business/company lends facilities in their company to researchers.</i>	2.16	Low
Weighted mean	1.79	Very Low

Table 11 shows the overall implementation of CSR among the MSMEs in Tabuk City on Scientific Research. It is gleaned that it is being implemented to a very low extent. As reflected in the table, participant-MSMEs rarely sponsor or donate funds for research-based school activities. This can be attributed to the fact that most of the MSMEs operating in Tabuk City, Kalinga are of small net worth often supported and managed by single individuals or his family members (Tewari, 2014). The table also reflects that participants of the study participate in researches conducted by students and the academe as respondents or participants at a low extent. When asked why, a participant answered:

Participant1:” *Madalang may lumapit samin para mag research o mag survey, pero kung may pupunta parang ikaw, papayag naman kami sumagot.*”(It is rare that researchers approach us to answer survey but when they do, we are willing to participate.)

Participant2:” *Inya ngay kuma ipabulud mi ket mas napinpintas facilities da diay iskwelaan nu dakami*”(What can we lend you, when you have a better facility?)

1.3 Youth and sports development

Table 12. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of youth and sports development

Youth and sports development	Mean	Descriptive Scale
<i>The business/company sponsors a local basketball team by donating uniforms and other sports paraphernalia.</i>	2.91	Moderate
<i>The business/company sponsors coaches of a youth sports team.</i>	2.27	Low
<i>The business/company collects used sports equipment to donate to families and after-school programs.</i>	2.22	Low
<i>The business/company sponsors a bike-a-thon and gives away bike safety gear, like helmets, and knee pads as prizes.</i>	2.92	Moderate
Weighted mean	2.58	Low

Table 12 exhibits the extent of implementation of CSR among the MSMEs in Tabuk City on youth and sports development. The data in the table shows that there is an overall low extent of implementation of CSR among

the MSMEs in Tabuk City on youth and sports development.

MSMEs, however, sponsor local basketball team at a moderate extent with a mean score of 2.91. A

participant said that he gives small amounts when members of the Sangguniang Kabataan solicits for the improvement of basketball courts and for purchase of sports material.

The participants are also at moderate extent in sponsoring a bike-a-thon and giving away bike safety gear like helmets and knee pads as prizes, having a mean score of 2.92. "This were manifested in the recently concluded National Bicycle Day where we donated helmets and bicycle to winners of the race" said a participant who owns a bike and accessories shop.

However, the participants are low in the extent of implementation on collecting used sports equipment to

Table 13. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Cultural and Education Promotion programs and projects

Cultural and Education Promotion programs and projects	Mean	Descriptive Scale
<i>The business/company hires staff belonging to ethnic minorities.</i>	4.12	Great Extent
<i>The business/company gives scholarships to meritorious and poor students.</i>	3.49	Great Extent
<i>The business/company donates used children's books to a school library.</i>	2.75	Moderate
<i>The business/company organizes a summer reading program to encourage kids to read.</i>	2.60	Moderate
Weighted mean	3.24	Moderate Extent

Table 13 shows the extent of implementation of CSR among the MSMEs in Tabuk City on Cultural and Education Promotion programs and projects.

The overall mean score of 3.21, as reflected in Table 13, reveals that in terms of Cultural and Education Promotion programs and projects, there is a moderate extent of its implementation by the MSMEs as their Corporate Social Responsibility. It is shown, however, that there is a great extent of implementation on terms of hiring staff belonging to ethnic minorities, perceived to be incidental because 64.5% of the population in Tabuk City are Kalinga which is an indigenous ethnic group whose ancestral domain is in the Cordillera Mountain Range of the Northern Philippines (Scott, 1966).

Table 14. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Services to Veterans and Senior Citizens

Services to Veterans and senior Citizens	Mean	Descriptive Scale
<i>The business/company hosts or supports a bingo/social night for senior citizens during their annual gathering.</i>	1.89	Low
<i>The business/company sponsors/organizes a concert or play for the senior citizens.</i>	1.72	Low
<i>The business/company host/ supports a holiday meal for senior citizens on Christmas.</i>	1.39	Low

donate to families and after-school programs and in sponsoring coaches of a youth sports team.

This is despite its (sports sponsorship) potential to deliver a degree of competitive advantage and its potential to contribute to corporate image (Plewa & Quester, 2011). This implies that the participant MSMEs should be made aware of other youth and sports development activities in their conduct of CSR.

1.4 Cultural and Education Promotion programs and projects

Many of the MSMEs in the personal capacity of the business owners also give scholarships to meritorious and poor students. One of the participants revealed that prevalent in the province of Kalinga is the practice of helping out a student in the barrio to finish college education by providing free board and lodging to students in the City. This, according to her is a tradition that most of the tribes in Kalinga practice.

The data implies that the participant MSMEs value education and are keen to taking care of others from assisting in their education to securing their employment afterwards.

1.5 Services to Veterans and senior Citizens

<i>The business/company helps organize a training to teach computer skills to the elderly.</i>	<i>1.79</i>	<i>Very Low</i>
<i>Weighted mean</i>	<i>1.70</i>	<i>Very Low Extent</i>

Table 14 presents the extent of implementation of CSR among the MSMEs in Tabuk City on Services to Veterans and senior Citizens.

The descriptive statistics reveal that there is a “very low extent” of implementation of CSR among the MSMEs in Tabuk City on Services to Veterans and senior Citizens. This result indicates that there are few CSR activities relating to services that caters to the elderly in Tabuk City, Kalinga.

As of 2015 census, the Old Age Dependency Ratio of Tabuk City is 7.17; meaning, there are 7 aged/senior citizens to every 100 of the working population. The age group with the lowest population is 75 to 79, which could be the reason why there is a very low extent of CSR among the MSMEs in Tabuk City on Services to Veterans and senior Citizens.

When presented with the questionnaire, some of the participants were unaware that the given activities could count as CSR activities.

Participant 1: “*Pati gayam ag pa BINGO ket mabalin nga CSR metlang kunak nu diay lang ag donate ti bado wenu kwarta. Mabalin met next time*” (I did not know that organizing a Bingo game can be considered as CSR activity. I thought it were just a matter of donating clothes or money. Maybe we’ll have it next time)

Participant2: “*Haankuntu pay ammu ag computer, kasanuk ngay isuru dagidiay senior?*” (I myself do not know how to use the computer so how can I teach the elderly?)

Participant 3: “*Syak lang gamin ti tao tuy shop isu nga hanku mapanunut dagita*”(I run the shop by myself, so I can’t think of activities like that.)

1.6 Social Welfare

Table 15. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Social Welfare

<i>Social Welfare</i>	<i>Mean</i>	<i>Descriptive Scale</i>
<i>The business/company organizes or supports volunteer drive to clean up trash at a community event.</i>	<i>2.46</i>	<i>Low</i>
<i>The business/company provides job possibilities to people with disabilities.</i>	<i>2.87</i>	<i>Moderate</i>
<i>The business/company follows fair competition and trade practice.</i>	<i>3.68</i>	<i>Great</i>
<i>The business/company supports or organizes a drug-free community campaign.</i>	<i>3.07</i>	<i>Moderate</i>
<i>Weighted mean</i>	<i>3.02</i>	<i>Moderate</i>

Table 15 illustrates the extent of implementation of CSR among the MSMEs in Tabuk City on Social Welfare. It is revealed that only the item on following fair competition and trade practice got a mean of 3.68 which is described as “great extent”. The provision of job possibilities to people with disabilities got a mean of 2.87 which is described as “moderate extent”, while the support to volunteer drive to clean up trash at a community event with a mean rating of 2.46 got a descriptive scale of “low extent”. The reason given by some of the participants are the following:

Participant 1:” *Dakami lang ken baket ti ag man manage tuy pwesto mi, tumulung pasaray ti annak mi ngem nagadu metten ti module da. Isu nga haan mi masango nu maminsan ti apan makaitulong*” (My wife and I are the ones who manage that store. The children

sometimes help but due to their homeworks they rarely help. So we don’t have the time to help in the community.)

Participant 2:” *Mayat met kuma ngem awan met am amuk nga maiyaban tapnu mapan ag clean up drive, panay da met busy nu duduma*”(I think it is good to organize a clean-up drive but it is very difficult to organize because most of the people I know are busy.)

The overall mean score of 3.02 reflects a moderate extent of implementation of CSR among the MSMEs in Tabuk City on Social Welfare. Social welfare is the basic provision ensuring minimum support for wellbeing of the society. But in the context of corporates, it means practicing ethical and practical business practice that benefit the society in the long run (Kachui, 2015).

This implies that MSMEs in Tabuk City perceives themselves as compliant to the laws and are observant of fair trade and competition practices. They also strive to give job opportunities for the differently abled.

1.7 Environmental Sustainability.

Table 16 Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Environmental Sustainability

Environmental Sustainability	Mean	Descriptive Scale
<i>The business/company conducts environmental protection/improvement/betterment or awareness campaign.</i>	2.45	Low
<i>The business/company utilizes energy saving light bulbs.</i>	4.03	Great
<i>The business/company practices waste segregation.</i>	3.84	Great
<i>The business/company organizes an event to Plant a tree for Arbor Day.</i>	3.73	Great
Weighted mean	3.51	Great

The data in table 16 reveals that “The business/company utilizes energy saving light bulbs” got a mean of 4.03 with a descriptive scale of “great extent”. “The business/company practices waste segregation” got a mean of 3.84 described as “great extent”, while “The business/company conducts environmental protection/improvement/betterment or awareness campaign” got the lowest mean of 2.45 described as “low extent”. The data shows that there is an overall great extent of implementation of CSR among the MSMEs in Tabuk City on Environmental Sustainability with a weighted mean of 3.51

within their organizations through energy conservation and proper waste disposal. Despite their dynamic participation in community clean up drives and tree planting activities, the MSMEs hardly conduct environmental protection/improvement/betterment or awareness campaign.

According to Crowther & Aras (2012), Corporate Social Responsibility (CSR) initiatives are being conveyed to stakeholders by international companies and small businesses to inform them of their contributions to society and the environment (Bortree, 2014).

1.8 Health Development

The finding implies that the participants are active in implementing environmental sustainability methods

Table 17. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Health Development

Health Development	Mean	Descriptive Scale
<i>The business/company work with the local health department to set up an immunization day or clinic to immunize children against childhood diseases</i>	2.56	Low
<i>The business/company sponsors or donates old eyeglasses to an organization that collects that and distributes them to people in need</i>	2.91	Moderate
<i>The business/company supports free medical and dental checkup drives of NGO's</i>	3.20	Moderate
<i>The business/company prepare a home-cooked meal for the healthcare volunteer workers.</i>	3.01	Moderate
Weighted mean	2.92	Moderate

Table 17 shows the Extent of implementation of CSR among the MSMEs in Tabuk City on Health Development.

The specific means and overall means show that there is a moderate extent of implementation of CSR among the MSMEs in Tabuk City on Health Development.

The result reflects that the participants support free medical and dental checkup drives of NGOs through donating meals and snacks to health personnel and participants. But they are rated low extent in working with

the local health department to set up an immunization day or clinic to immunize children against childhood diseases.

1.9 Disaster relief Assistance

Table 18. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Disaster Relief Assistance

<i>Disaster relief assistance</i>	<i>Mean</i>	<i>Descriptive Scale</i>
<i>The business/company donates food and old clothes to disaster affected people.</i>	4.39	Very Great
<i>The business/company organizes a soup kitchen/ helps in feeding programs during calamities.</i>	4.45	Very Great
<i>The business/company initiates fund raising activities for disaster stricken communities</i>	3.99	Great
<i>The business/company participates or volunteers in the clearing operations after calamities.</i>	4.00	Great
Weighted mean	4.20	Very Great

Table 18 reveals the extent of implementation of CSR among the MSMEs in Tabuk City on Disaster relief assistance.

The overall mean on the implementation of CSR among the MSMEs in Tabuk City Disaster relief assistance is at “very great extent”. More specifically, the MSMEs implement donation of food and old clothes to disaster affected people to a “great extent”. This indicates that

MSMEs are active in disaster relief assistance activities. This is highly manifested in the vigorous participation of the MSMEs in reaching out to flood victims in the neighboring province of Cagayan during the typhoon “Maring” and other donation drives were also organized by groups of small business entrepreneurs.

1.10 Socialized and Low -cost housing.

Table 19. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Socialized Low- Cost Housing

<i>Socialized and low- cost housing</i>	<i>Mean</i>	<i>Descriptive Scale</i>
<i>The business/company participates in housing programs like Habitat for Humanity/ Pabahay Programs/Relocation Sites.</i>	1.79	Very Low
<i>The business/company help repair or paint a local homeless shelter or relocation sites.</i>	1.83	Low
<i>The business/company organize a campaign to raise money to buy and install new playground equipment for a community park.</i>	1.29	Low
<i>The business/company supports petitions to build more drinking fountains and public restrooms.</i>	1.3	Very Low
Weighted mean	1.55	Very Low

Table 19 presents the extent of implementation of CSR among the MSMEs in Tabuk City on socialized and low-cost

housing.

The data generally conveys a very “low extent” on implementation of CSR among the MSMEs in Tabuk City on socialized and low- cost housing. Furthermore, the mean rating of 1.55 makes it apparent that the MSMEs participate in housing programs like Habitat for Humanity/ Pabahay Programs/Relocation Site and rarely support petitions to build more drinking fountains and public restrooms.

When asked about the reason for the very low extent of rating participants answered:

Participant1:”*Trabahun sa met ti DSWD wenu Cityhall dagita*”(I think that is the job of DSWD or Cityhall)

Participant 2:” *Awan met maganab mi dita*”(I think we don’t benefit from those activities”).)

Participant 3:” Agbantay nak lattan ah ti pwestok ta tumulung nak lattan ti sabali nga banag ta haanakmet nga karpintero”(I’d rather stay in my store and help in otherways. Anyway I am not a carpenter.)

1.11 Employee and welfare related CSR activities.

Table 20. Extent of implementation of CSR among the MSMEs in Tabuk City in terms of Employee and Welfare Related CSR activities

Employee and welfare related CSR activities	Mean	Descriptive Scale
<i>The business/company provides anonymous complaint mechanisms for staff.</i>	2.50	<i>Low Extent</i>
<i>The business/company grants free days to employees for community work or blood donations</i>	3.08	<i>Moderate Extent</i>
<i>The business/company encourages hygienic practices at the workplace.</i>	4.17	<i>Great Extent</i>
<i>The business/company helps promote a drug-free company premises.</i>	4.32	<i>Very Great</i>
Weighted mean	3.52	Great

Table 20 shows the extent of implementation of CSR among the MSMEs in Tabuk City on employee and welfare related CSR activities.

An overall “great” or a weighted mean of 3.52 is the extent of implementation of CSR among the MSMEs in Tabuk City on employee and welfare related CSR activities. The participants encourage hygienic practices at the workplace to a great extent. This includes provision of free face mask and face shield for their employees and the availability of soap and alcohol at the work premises.

The participants rated granting free days to employees for community work or blood donations to a moderate extent and on a “low extent” in providing anonymous complaint mechanisms for staff. Because MSMEs are usually operated by a single proprietor and his family member, most of the participants do not see a necessity of having a formal complaint mechanism.

This implies that due to the size of the business the value of improving the service through the use of anonymous complaint mechanisms is neglected.

Table 21. Summary of the Extent of implementation of CSR among the MSMEs in Tabuk City

Extent of implementation of CSR among the MSMEs in Tabuk City.	Mean	Descriptive Scale
<i>Charitable programs and projects</i>	3.34	<i>Moderate</i>
<i>Scientific Research</i>	1.79	<i>Very Low</i>
<i>Youth and sports development</i>	2.58	<i>Low</i>
<i>Cultural and Education Promotion programs and projects</i>	3.24	<i>Moderate</i>
<i>Services to Veterans and senior Citizens</i>	1.70	<i>Very Low</i>
<i>Social Welfare</i>	3.02	<i>Moderate</i>
<i>Environmental Sustainability</i>	3.51	<i>Great</i>
<i>Health Development</i>	2.92	<i>Moderate</i>
<i>Disaster relief assistance</i>	4.20	<i>Very Great</i>
<i>Socialized and low-cost housing</i>	1.55	<i>Very Low</i>
<i>Employee and welfare related CSR activities</i>	3.52	<i>Great</i>
Weighted Mean	2.85	Moderate

Table 21 summarizes the Extent of implementation of CSR with a category mean of 2.71, the data reveals that MSMEs in Tabuk City, Kalinga have a moderate extent of implementation of CSR practices as provided for by Housebill 6137. Among the eleven CSR activities MSMEs are most active in disaster relief assistance activities which is manifested in their vigorous

participation to donation drives. They are however not inclined to support Scientific Researches, Service to Veterans and Senior Citizens and Socialized and Low Cost Housing.

IV. Significant difference in the extent of implementation of CSR practices when grouped according to profile variables

Table 8. Analysis of Variance on the extent of implementation of CSR practices, grouped by MSME classification.

Variable	MSME Classification	Mean	Standard Deviation	F-ratio	P value	Remarks
Charitable programs and projects	Micro (up to 3 million)	3.35	1.029	.013	.987	Not Significant
	Small (3,000,000,001 to 15,000,000)	3.4	1.050			
	Medium (15,000,001 to 100,000,000)	3.44	1.231			
Scientific Research	Micro (up to 3 million)	1.8	0.83	.283	.754	Not Significant
	Small (3,000,000,001 to 15,000,000)	1.8	0.64			
	Medium (15,000,001 to 100,000,000)	2.5				
Youth and sports development	Micro (up to 3 million)	2.49	1.286	3.392	.035	Significant
	Small (3,000,000,001 to 15,000,000)	2.61	1.015			
	Medium (15,000,001 to 100,000,000)	4.0				
Cultural and Education Promotion programs and projects	Micro (up to 3 million)	3.12	0.928	2.246	.108	Not Significant
	Small (3,000,000,001 to 15,000,000)	2.98	1.308			
	Medium (15,000,001 to 100,000,000)	1.3				
Services to Veterans and senior Citizens	Micro (up to 3 million)	1.69	1.11	1.036	.357	Not Significant
	Small (3,000,000,001 to	1.75	1.19			

	15,000,000					
	Medium (15,000,001 to 100,000,000)	5.00				
Social Welfare	Micro (up to 3 million)	3.01	1.020	7.773	.001	Significant
	Small (3,000,000,001 to 15,000,000)	2.88	0.899			
	Medium (15,000,001 to 100,000,000) 3	4.5				
Environmental Sustainability	Micro (up to 3 million)	3.31	1.050	4.292	.015	Significant
	Small (3,000,000,001 to 15,000,000)	3.55	1.217			
	Medium (15,000,001 to 100,000,000)	5.0				
Health Development	Micro (up to 3 million)	2.79	1.186	5.569	.004	Significant
	Small (3,000,000,001 to 15,000,000)	3.26	0.917			
	Medium (15,000,001 to 100,000,000)	4.5				
Disaster relief assistance	Micro (up to 3 million)	3.8	1.111	1.439	.240	Not Significant
	Small (3,000,000,001 to 15,000,000)	4.01	1.026			
	Medium (15,000,001 to 100,000,000)	4.25				
Socialized and low cost housing	Micro (up to 3 million)	1.38	0.797	9.057	.000	Significant
	Small (3,000,000,001 to 15,000,000)	1.62	0.792			
	Medium (15,000,001 to 100,000,000)	2.5				
Employee and welfare	Micro (up to 3 million)	3.28	1.02	1.692	.187	Not Significant

related CSR activities	Small (3,000,000,001 to 15,000,000)	3.83	1.33			
	Medium (15,000,001 to 100,000,000)	3.00				

Table 22 illustrates the Analysis of Variance on the extent of implementation of CSR practices, grouped by MSME classification.

As shown in the table above, no significant difference was found in the extent of CSR implementation in the following activities: Charitable programs and projects, Scientific Research, Cultural and Education Promotion programs and projects, Services to Veterans and senior Citizens, Disaster relief assistance and

Employee and welfare related CSR activities when grouped according to classification.

There is, however, a significant difference in the extent of CSR implementation in the following activities: Youth and sports development, Social Welfare, Environmental Sustainability, Health Development and Socialized and low-cost housing.

Pairwise Comparison on extent of implementation of CSR practices, grouped by MSME classification

Table 9. Pairwise Comparison on extent of implementation of CSR practices, grouped by MSME classification. Youth and Sports Development

MSME Classification (by asset size)	LSD Test; Variable: Youth and Sports Development Marked differences are significant at $p < .050$		
	Micro 2.49	Small 2.61	Medium 4.00
Micro (up to 3 million)			
Small (3,000,000,001 to 15,000,000)	.77360		
Medium (15,000,001 to 100,000,000)	.02809	.04536	

In terms of Youth and Sports Development, there were a statistically significant difference between groups as determined by one-way ANOVA ($F=3.392$, $p = 0.035$). It were revealed that the extent of implementation of CSR activities in terms of Social Welfare by Micro Enterprises was significantly lower than medium Enterprises ($p =$

.02809) and small enterprises compared to medium enterprises ($p = .04536$). This implies that participants who have bigger businesses are more inclined to support youth and sports development than their smaller counterparts. This may be attributed to larger donations made or a larger number of people benefited from their CSR activities.

Table 24. Pairwise Comparison on extent of implementation of CSR practices, grouped by MSME classification. Social Welfare

MSME Classification (by asset size)	LSD Test; Variable: Social Welfare Marked differences are significant at $p < .050$		
	Micro $M=3.01$	Small $M=2.99$	Medium $M=4.50$
Micro (up to 3 million)			
Small (3,000,000,001 to 15,000,000)	.95431		
Medium (15,000,001 to 100,000,000)	.00045	.00033	

<i>MSME Classification (by asset size)</i>	<i>LSD Test; Variable: Social Welfare Marked differences are significant at $p < .050$</i>		
	<i>Micro M=3.01</i>	<i>Small M=2.99</i>	<i>Medium M=4.50</i>

In terms of Social Welfare, there were a statistically significant difference between groups as determined by one-way ANOVA ($F=7.73$, $p = 0.001$). It was revealed that the extent of implementation of CSR activities in terms of Social Welfare by Micro Enterprises was significantly lower than medium Enterprises ($p =$

.00045) and small enterprises compared to medium enterprises ($p = .00033$). This implies that smaller businesses have fewer activities that are beneficial to the society's welfare at large due to their limited manpower and resources.

Table 25 Pairwise Comparison on extent of implementation of CSR practices, grouped by MSME classification
Environmental Sustainability Variable

<i>MSME Classification (by asset size)</i>	<i>LSD Test; Variable: Environmental Sustainability. Marked differences are significant at $p < .05$</i>		
	<i>Micro M=3.31</i>	<i>Small M=3.55</i>	<i>Medium M=5.00</i>
<i>Micro (up to 3 million)</i>			
<i>Small (3,000,000,001 to 15,000,000)</i>	.52235		
<i>Medium (15,000,001 to 100,000,000)</i>	.01349	.03069	

In terms of Environmental Sustainability, there were a statistically significant difference between groups as determined by one-way ANOVA ($F=4.292$, $p = 0.015$). It was revealed that the extent of implementation of CSR activities in terms of Environmental Sustainability by

Micro and Small Enterprises were significantly lower than medium Enterprises at $p = .01349$ and $p = .03069$ respectively. The findings reveal that CSR activities of bigger enterprises are more extensively implemented than the smaller ones.

Table 26. Pairwise Comparison on extent of implementation of CSR practices, grouped by MSME classification. Health Development Variable

<i>MSME Classification (by asset size)</i>	<i>LSD Test; Variable: Health Development Marked differences are significant at $p < .05$</i>		
	<i>Micro M=2.79</i>	<i>Small M=3.26</i>	<i>Medium M=4.5</i>
<i>Micro (up to 3 million)</i>			
<i>Small (3,000,000,001 to 15,000,000)</i>	.02205		
<i>Medium (15,000,001 to 100,000,000)</i>	.05129	.23773	

In terms of Health Development there were a statistically significant difference between groups as determined by one-way ANOVA ($F=5.569$, $p = 0.004$). It was revealed that the extent of implementation of CSR

activities in terms of Health Development by Micro Enterprises were statistically significantly lower than medium Enterprises ($p = .02205$).

Table 27. Pairwise Comparison on extent of implementation of CSR practices, grouped by MSME classification. Socialized and Low Cost Housing Variable

MSME Classification (by asset size)	LSD Test; Variable: Socialized and low cost housing. Marked differences are significant at $p < .050$		
	Micro $M=1.38$	Small $M=1.62$	Medium $M=2.5$
Micro (up to 3 million)			
Small (3,000,000,001 to 15,000,000)	.72611		
Medium (15,000,001 to 100,000,000)	.00009	.00021	

In terms of Socialized and low cost housing there were a statistically significant difference between groups as determined by one-way ANOVA ($F=9.057$, $p = 0.000$). It were revealed that the extent of implementation of CSR

activities in terms of Socialized and low-cost housing by Micro Enterprises were significantly lower than medium Enterprises ($p = 0.00009$) and small enterprises compared to medium enterprises ($p=0.00021$).

Table 28. Comparison of extent of implementation of CSR practices when grouped by Industry type.

Variable	Industry classification	Mean	Standard Deviation	F-ratio	P value	Remarks
Charitable programs and projects	Retail	3.3119	1.02680	.002	.966	Not Significant
	Service	3.4309	1.05991			
Scientific Research	Retail	1.7735	.76672	.546	.461	Not Significant
	Service	1.8788	.87448			
Youth and sports development	Retail	2.4669	1.17270	.402	.527	Not Significant
	Service	2.7825	1.09484			
Cultural and Education Promotion programs and projects	Retail	3.2249	1.07513	.018	.893	Not Significant
	Service	3.2630	1.10199			
Services to Veterans and senior Citizens	Retail	1.6667	1.05370	.033	.856	Not Significant
	Service	1.7500	1.04329			
Social Welfare	Retail	2.9710	.99367	.058	.811	Not Significant
	Service	3.0974	.96876			
Environmental Sustainability	Retail	3.3654	1.07541	.265	.607	Not Significant
	Service	3.6429	1.02061			
Health Development	Retail	2.8142	1.12086	.701	.403	Not Significant
	Service	3.1623	1.01162			
Disaster relief assistance	Retail	3.9614	1.06434	.578	.448	Not Significant
	Service	4.0617	.94246			
Socialized and	Retail	1.4741	.80676	.365	.546	Not Significant

low cost housing	Service	1.6797	.99350			
Employee and welfare related CSR activities	Retail	3.4167	1.02575	2.810	.095	Not Significant
	Service	3.7327	1.08925			

Table 28 summarizes the result of the comparison of extent of implementation of CSR practices when grouped by Industry type.

The inferential test result reveals that that there is no significant difference in the extent of implementation on all CSR activities.

Table 29. Comparison of extent of implementation of CSR practices when grouped by Length of Business Operations.

Variable	Length of Business Operations	Mean	Standard Deviation	F-ratio	P value	Remarks
Charitable programs and projects	1-10 year	1.023	0.784	2.385	.884	Not Significant
	10 years and above	3.35	1.050			
Scientific Research	1-10 year	1.82	0.784	.034	.916	Not Significant
	10 years and above	1.89	0.947			
Youth and sports development	1-10 year	2.54	1.213	.018	.669	Not Significant
	10 years and above	2.61	1.120			
Cultural and Education Promotion programs and projects	1-10 year	3.10	1.022	2.613	.162	Not Significant
	10 years and above	3.32	1.112			
Services to Veterans and senior Citizens	1-10 year	1.75	1.175	.7	.591	Not Significant
	10 years and above	1.58	0.878			
Social Welfare	1-10 year	3.00	0.997	.146	.840	Not Significant
	10 years and above	3.02	0.980			
Environmental Sustainability	1-10 year	3.38	1.096	2.273	.395	Not Significant
	10 years and above	3.51	1.042			
Health Development	1-10 year	2.92	1.148	.000	.833	Not Significant
	10 years and above	2.61	1.047			
Disaster relief assistance	1-10 year	3.85	1.083	3.327	.111	Not Significant
	10 years and above	4.08	0.976			
Socialized and low cost housing	1-10 year	1.45	0.801	.298	.229	Not Significant
	10 years and above	1.78	1.115			
Employee and welfare related CSR activities	1-10 year	3.41	1.111	.910	.183	Not Significant
	10 years and above	3.61	1.022			

Table 29 shows the result of the comparison of extent of implementation of CSR practices when grouped by Length of Business Operations.

The data shows that regardless of the length of business operation, the MSMEs extent of implementation of CSE activities shows no significant difference.

Table 30. Analysis of Variance of extent of implementation of CSR practices, grouped according to CSR budget allocation.

Variable	CSR budget	Mean	Standard Deviation	F-ratio	P value	Remarks
<i>Charitable programs and projects</i>	<i>5,000 below</i>	3.29	0.893	.844	.471	Not Significant
	<i>Over 5,000 to 8000</i>	3.33	1.054			
	<i>8,000 to 16,000</i>	3.34	1.254			
	<i>16,000 above</i>	2.92	0.804			
<i>Scientific Research</i>	<i>5,000 below</i>	1.51	0.496	1.422	.238	Not Significant
	<i>Over 5,000 to 8000</i>	1.91	0.937			
	<i>8,000 to 16,000</i>	1.71	0.679			
	<i>16,000 above</i>	1.92	0.382			
<i>Youth and sports development</i>	<i>5,000 below</i>	2.01	1.038	5.224	.002	Significant
	<i>Over 5,000 to 8000</i>	2.77	1.129			
	<i>8,000 to 16,000</i>	2.40	1.014			
	<i>16,000 above</i>	4.00	0.866			
<i>Cultural and Education Promotion programs and projects</i>	<i>5,000 below</i>	3.15	1.122	2.147	.096	Not Significant
	<i>Over 5,000 to 8000</i>	3.33	1.148			
	<i>8,000 to 16,000</i>	3.23	1.080			
	<i>16,000 above</i>	4.33	1.155			
<i>Services to Veterans and senior Citizens</i>	<i>5,000 below</i>	1.64	0.871	.325	.807	Not Significant
	<i>Over</i>	1.72	1.002			

	5,000 to 8000					
	8,000 to 16,000	1.57	0.992			
	16,000 above	1.58	0.520			
Social Welfare	5,000 below	2.89	1.076	3.501	.016	Significant
	Over 5,000 to 8000	2.88	0.852			
	8,000 to 16,000	3.18	1.082			
	16,000 above	5.00	0.000			
Environmental Sustainability	5,000 below	3.18	1.199	3.433	.018	Significant
	Over 5,000 to 8000	3.51	0.992			
	8,000 to 16,000	3.52	1.106			
	16,000 above	4.83	0.289			
Health Development	5,000 below	2.62	1.142	3.039	.130	Not Significant
	Over 5,000 to 8000	2.82	1.104			
	8,000 to 16,000	3.25	0.909			
	16,000 above	3.83	0.764			
Disaster relief assistance	5,000 below	3.86	1.008	2.119	.099	Not Significant
	Over 5,000 to 8000	4.06	1.019			
	8,000 to 16,000	4.11	0.936			
	16,000	5.00	0.000			

	<i>above</i>					
<i>Socialized and low cost housing</i>	<i>5,000 below</i>	<i>1.46</i>	<i>0.989838</i>	<i>8.884</i>	<i>.000</i>	<i>Significant</i>
	<i>Over 5,000 to 8000</i>	<i>1.60</i>	<i>0.953466</i>			
	<i>8,000 to 16,000</i>	<i>1.50</i>	<i>0.550555</i>			
	<i>16,000 above</i>	<i>3.58</i>	<i>1.664582</i>			
<i>Employee and welfare related CSR activities</i>	<i>5,000 below</i>	<i>3.30</i>	<i>0.946796</i>	<i>3.170</i>	<i>.125</i>	<i>Not Significant</i>
	<i>Over 5,000 to 8000</i>	<i>3.60</i>	<i>1.013433</i>			
	<i>8,000 to 16,000</i>	<i>3.60</i>	<i>1.126802</i>			
	<i>16,000 above</i>	<i>4.83</i>	<i>0.288675</i>			

Table 30. presents the Analysis of Variance of the extent of implementation of CSR practices, grouped according to CSR budget allocation.

It is revealed that significant difference is found in the implementation of CSR activities in terms of Youth and sports development, Social Welfare, Environmental Sustainability and Socialized Low-cost Housing.

Table 31. Pairwise Comparison on extent of implementation of CSR practices, grouped according to CSR budget allocation
Youth and Sports Development Variable

<i>How much is allocated in your CSR budget?</i>	LSD Test; Variable: Youth and sports development. Marked differences are significant at $p < .05$			
	<i>5,000 below</i>	<i>Over 5,000 to 8000</i>	<i>Over 8,000 to 16,000</i>	<i>16,000 above</i>
	<i>M=2.01</i>	<i>M=2.77</i>	<i>M=2.40</i>	<i>M=4.00</i>
<i>5,000 below</i>				
<i>Over 5,000 to 8000</i>	<i>.008</i>			
<i>Over 8,000 to 16,000</i>	<i>.857</i>	<i>.202</i>		
<i>16,000 above</i>	<i>.066</i>	<i>.296</i>	<i>.117</i>	

There was a statistically significant difference between groups as determined by one-way ANOVA ($F=5.224$, $p = 0.002$) on the extent of implementation of CSR practices, grouped according to CSR budget

allocation Youth and Sports Development Variable. It was revealed that businesses allocating 5,000 below were significantly lower than businesses allocating over 5,000 to 8000 for CSR activities ($p = .008$).

Table 32. Pairwise Comparison on extent of implementation of CSR practices, grouped according to CSR budget allocation Social Welfare Variable

How much is allocated in your CSR budget?	LSD Test; Variable: Social Welfare. Marked differences are significant at $p < .05$			
	5,000 below $M=2.89$	Over 5,000 to 8000 $M=2.88$	Over 8,000 to 16,000 $M=3.18$	16,000 above $M=5.00$
5,000 below				
Over 5,000 to 8000	.990			
Over 8,000 to 16,000	.735	.500		
16,000 above	.021	.016	.049	

In terms of Social Welfare, there were a statistically significant difference between groups as determined by one-way ANOVA ($F=3.501$, $p = 0.016$).

businesses allocating 16,000 below has significantly lower extent of implementation of CSR activities than businesses allocating 16,000 above at ($p = .021$), ($p = .016$) and ($p = .049$) respectively.

It was revealed that the extent of implementation of CSR activities in terms Social Welfare by all

Table 33. Pairwise Comparison on extent of implementation of CSR practices, grouped according to CSR budget allocation Environmental Sustainability Variable

How much is allocated in your CSR budget?	LSD Test; Variable: Environmental Sustainability. Marked differences are significant at $p < .05$			
	5,000 below $M=3.18$	Over 5,000 to 8000 $M=3.51$	Over 8,000 to 16,000 $M=3.52$	16,000 above $M=4.83$
5,000 below				
Over 5,000 to 8000	.082			
Over 8,000 to 16,000	.439	.967		
16,000 above	.041	.223	.187	

In terms of Environmental Sustainability, there were a statistically significant difference between groups as determined by one-way ANOVA ($F=3.433$, $p = 0.018$). It were revealed that the extent of implementation of CSR

activities in terms Social Welfare by businesses allocating 5,000 below 1 is significantly lower than those allocating 16,000 above

Table 34. Pairwise Comparison on extent of implementation of CSR practices, grouped according to CSR budget allocation Socialized and Low-Cost Housing Variable

How much is allocated in your CSR budget?	LSD Test; Variable: Socialized and low cost housing. Marked differences are significant at $p < .05$			
	5,000 below	Over 5,000 to 8000	Over 8,000 to 16,000	16,000 above
	$M=1.46$	$M=1.6$	$M=1.5$	$M=3.58$
5,000 below				
Over 5,000 to 8000	.633			
Over 8,000 to 16,000	.994	.871		
16,000 above	.000	.000	.000	

In terms of Socialized and low-cost housing there were a statistically significant difference between groups as determined by one-way ANOVA ($F=8.884$, $p = 0.000$).It were revealed that the extent of implementation

of CSR activities in terms Socialized and low-cost housing by businesses allocating 16,000 below for CSR activities is significantly lower than those allocating above 16,000 all at ($p= .000$).

Table 35. Analysis of Variance of extent of implementation of CSR practices, grouped according to annual net income/savings.

Variable		Mean	Standard Deviation	F-ratio	P value	Remarks
Charitable programs and projects	250,000 below	2.95	1.391	.718	.542	Not Significant
	Over 250,000-400,000	3.27	0.898			
	Over 400,000 to 800,000	3.45	1.055			
	800,000 and above	2.91	1.217			
Scientific Research	250,000 below	2.02	1.045	.785	.504	Not Significant
	Over 250,000-400,000	1.81	0.924			

	Over 400,000 to 800,000	1.75	0.688			
	800,000 and above	1.84	0.821			
Youth and sports development	250,000 below	2.52	1.170	.958	.414	Not Significant
	Over 250,000-400,000	2.71	1.139			
	Over 400,000 to 800,000	2.53	1.078			
	800,000 and above	3.16	1.110			
Cultural and Education Promotion programs and projects	250,000 below	3.61	1.022	1.821	.145	Not Significant
	Over 250,000-400,000	3.33	1.096			
	Over 400,000 to 800,000	3.10	1.145			
	800,000 and above	4.00	0.886			
Services to Veterans and senior Citizens	250,000 below	2.00	1.047	3.445	.018	Significant
	Over 250,000-400,000	1.98	1.182			
	Over 400,000 to 800,000	1.40	0.719			
	800,000 and above	1.41	0.442			
Social Welfare	250,000 below	3.16	0.757	1.722	.164	Not Significant
	Over 250,000-400,000	2.94	0.884			
	Over 400,000 to 800,000	3.01	1.058			
	800,000 and above	3.88	0.964			

	<i>above</i>					
<i>Environmental Sustainability</i>	<i>250,000 below</i>	<i>3.21</i>	<i>1.116</i>	<i>5.376</i>	<i>.001</i>	<i>Significant</i>
	<i>Over 250,000-400,000</i>	<i>3.38</i>	<i>0.972</i>			
	<i>Over 400,000 to 800,000</i>	<i>3.70</i>	<i>1.022</i>			
	<i>800,000 and above</i>	<i>4.31</i>	<i>0.637</i>			
<i>Health Development</i>	<i>250,000 below</i>	<i>2.90</i>	<i>1.342</i>	<i>.751</i>	<i>.523</i>	<i>Not Significant</i>
	<i>Over 250,000-400,000</i>	<i>3.01</i>	<i>1.027</i>			
	<i>Over 400,000 to 800,000</i>	<i>3.04</i>	<i>1.033</i>			
	<i>800,000 and above</i>	<i>3.36</i>	<i>0.639</i>			
<i>Disaster relief assistance</i>	<i>250,000 below</i>	<i>4.20</i>	<i>0.926</i>	<i>1.002</i>	<i>.393</i>	<i>Not Significant</i>
	<i>Over 250,000-400,000</i>	<i>4.05</i>	<i>0.903</i>			
	<i>Over 400,000 to 800,000</i>	<i>4.05</i>	<i>1.033</i>			
	<i>800,000 and above</i>	<i>4.44</i>	<i>0.729</i>			
<i>Socialized and low cost housing</i>	<i>250,000 below</i>	<i>2.00</i>	<i>1.070</i>	<i>3.742</i>	<i>.012</i>	<i>Significant</i>
	<i>Over 250,000-400,000</i>	<i>1.51</i>	<i>0.944</i>			
	<i>Over 400,000 to 800,000</i>	<i>1.47</i>	<i>0.708</i>			
	<i>800,000 and above</i>	<i>2.56</i>	<i>1.368</i>			
<i>Employee and welfare related CSR</i>	<i>250,000 below</i>	<i>3.65</i>	<i>1.051</i>	<i>5.454</i>	<i>.001</i>	<i>Significant</i>

<i>activities</i>	<i>Over 250,000-400,000</i>	<i>3.62</i>	<i>0.833</i>			
	<i>Over 400,000 to 800,000</i>	<i>3.47</i>	<i>1.126</i>			
	<i>800,000 and above</i>	<i>4.59</i>	<i>0.533</i>			

Table 35 presents the Analysis of Variance of extent of implementation of CSR practices, grouped according to annual net income/savings.

Social Welfare, Environmental Sustainability, Socialized and low cost housing, and Employee and welfare related CSR activities.

As reflected in table above, significant difference was found on Services to Veterans and senior Citizens,

Table 36 Analysis of Variance of extent of implementation of CSR practices, grouped according to annual net income/savings. Services to Veterans and Senior Citizens Variable

<i>How much is the business' annual net income/savings?</i>	<i>LSD Test; Variable: Services to Veterans and senior Citizens. Marked differences are significant at $p < .050$</i>			
	<i>250,000 below</i>	<i>Over 250,000-400,000</i>	<i>Over 400,000 to 800,000</i>	<i>800,000 and above</i>
	<i>M=2.00</i>	<i>M=1.98</i>	<i>M=1.40</i>	<i>M=1.41</i>
<i>250,000 below</i>				
<i>Over 250,000-400,000</i>	<i>.952</i>			
<i>Over 400,000 to 800,000</i>	<i>.032</i>	<i>.069</i>		
<i>800,000 and above</i>	<i>.368</i>	<i>.508</i>	<i>.999</i>	

In terms of Services to Veterans and senior Citizens there were a statistically significant difference between groups according to annual net income/savings as determined by one-way ANOVA ($F=3.445$, $p = 0.018$).

It were revealed that the extent of implementation of CSR activities in terms of Employee and welfare related CSR activities by businesses with annual net

income/savings of 250,000 below was significantly higher than businesses with annual net income/savings of over 400,000 to 800,000 ($p=.032$). This implies that participant business with least income extends more extensive CSR activities to Senior Citizens and war veterans compared to businesses with higher income.

Table 37 Analysis of Variance of extent of implementation of CSR practices, grouped according to annual net income/savings. Environmental Sustainability

How much is the business' annual net income/savings?	LSD Test; Variable: Environmental Sustainability Marked differences are significant at $p < .050$			
	250,000 below <i>M=3.21</i>	Over 250,000-400,000 <i>M=3.38</i>	Over 400,000 to 800,000 <i>M=3.70</i>	800,000 and above <i>M=4.31</i>
250,000 below				
Over 250,000-400,000	.296			
Over 400,000 to 800,000	.006	.275		
800,000 and above	.014	.124	.571	

In terms of Environmental Sustainability related CSR activities there were a statistically significant difference between groups based on net annual income/savings as determined by one-way ANOVA ($F=5.376$, $p = 0.01$).

It was revealed that the extent of implementation of CSR activities in terms of Social Welfare related CSR

activities by businesses with net annual income/savings of 250,000 below were statistically significantly lower than businesses with net annual income/savings over 400,000 to 800,000 ($p=.006$) with net annual income/savings of 800,000 ($p=.014$).

Table 38 Analysis of Variance of extent of implementation of CSR practices, grouped according to annual net income/savings. Socialized and Low Cost Housing Variable

How much is the business' annual net income/savings?	LSD Test; Variable: Socialized and low cost housing. Marked differences are significant at $p < .05$			
	250,000 below <i>M=2.00</i>	Over 250,000-400,000 <i>M=1.51</i>	Over 400,000 to 800,000 <i>M=1.47</i>	800,000 and above <i>M=2.56</i>
250,000 below				
Over 250,000-400,000	.380			
Over 400,000 to 800,000	.863	.854		
800,000 and above	.097	.009	.032	

In terms of Socialized and low cost housing there were a statistically significant difference between groups of annual net income/savings as determined by one-way ANOVA ($F=3.742$, $p = 0.012$).

It was revealed that the extent of implementation of CSR activities in terms Socialized and low-cost housing related CSR activities by businesses with net annual income/savings 250,000 to 400,000 and those with

annual income of 16,000 above were statistically significantly lower than businesses with net annual income/savings 800,000 and above at ($p = 0.009$) and ($p = .032$) respectively.

Table 39 Analysis of Variance of extent of implementation of CSR practices, grouped according to annual net income/savings. Employee Welfare Related Variable

How much is the business' annual net income/savings?	LSD Test; Variable: Employee and welfare related CSR activities. Marked differences are significant at $p < .05$			
	250,000 below	Over 250,000-400,000	Over 400,000 to 800,000	800,000 and above
	$M=3.65$	$M=3.62$	$M=3.47$	$M=4.59$
250,000 below				
Over 250,000-400,000	.150			
Over 400,000 to 800,000	.512	.903		
800,000 and above	.001	.021	.009	

In terms of employee and welfare related CSR activities there were a statistically significant difference between groups of annual net income/savings as determined by one-way ANOVA ($F=5.454$, $p = 0.001$).

It was revealed that the extent of implementation of CSR activities in terms of employee and welfare

related CSR activities CSR activities by businesses with net annual income/savings 250,000 below, Over 250,000 to 400,000, and Over 400,000 to 800,000, was significantly lower than businesses with net annual income/savings of 800,000 above at ($p = .001$), ($p = .021$) and ($p = .009$) respectively.

V. COMMUNITY EXTENSION PROGRAMS OF KALINGA STATE UNIVERSITY AS REFLECTED IN THE RESEARCH DEVELOPMENT AGENDA.

Table 40 Extent of implementation of Community research and extension programs of Kalinga State University as reflected in the research development agenda.

CSR activities		Mean	Descriptive Scale
1	The University conducts researches on corporate social responsibility	2.60	Moderate extent
2	The University conducts assessment on the local governance practices of community leaders and public officials in the locality	2.90	Moderate extent
3	The University conducts Good governance orientation and capacity building workshop for local officials". (Extension)	2.80	Moderate extent
4	The University conducts assessment on good governance utilization of the community leaders and officials.	2.20	Low extent
Weighted mean		2.62	Moderate extent



Table 40 summarizes the extent of implementation of Community research and extension programs of Kalinga State University as reflected in the research development agenda.

The overall mean of 2.62 reveals that there is a 'moderate extent' of implementation of Community extension programs of Kalinga State University as reflected in the research development agenda. Specifically, the university extension workers of the College of Business Entrepreneurship and Accountancy of Kalinga State University conduct researches on corporate social responsibility to a moderate extent, conduct assessment on the local governance practices of community leaders and public officials in the locality to a moderate extent, conduct Good governance orientation and capacity building workshop for local officials to a moderate extent, and conduct assessment on good governance utilization of the community leaders and officials to a low extent.

As shown in Appendix B: List of Completed Researches by CBEA faculty, no research was conducted relating to Corporate Social Responsibility in the last four years. Most of the social researches focused on the promotion of indigenous products, financial literacy, and consumer rights. It is also reflected in Appendix C that the extension activities conducted were concentrated on product development, marketing, book, and records keeping. The linkages forged were mostly for the benefit of People's Organization but none for the development and promotion of CSR activities among the MSMEs in the City of Tabuk. The College of Public Administration, however, runs regular training on the capability enhancement of barangay officials and conducts researches on the implementation of laws. But again, none were related to Corporate Social Responsibility.

The concept of Corporate Social Responsibility (CSR) has become eminent not only in the academe or in the corporate world but more importantly in the daily life of ordinary people. Most of them point out poor business behavior towards customers and employees and the environment as factors that caught their interest to observe.

Social researches geared towards development of social measures that support economic progress and maintenance of public safety and security are one of the research mandates of Kalinga State University. Its research framework is anchored on international, national, regional, and local RD priorities.

The research development of the university is divided into four themes. Among them is socio-economic which states that the university shall undertake researches which can enhance healthy environment for entrepreneurs in the City of Tabuk and nearby municipalities. It also includes studies on business sustainability of MSMEs. The College of Business, Accountancy, and Entrepreneurship of Kalinga State University is mandated to conduct researches in the various specialization of the business management and entrepreneurship.

The college is directed to seek and generate knowledge and technologies that are locally responsive and globally competitive to the context of technological sustainability, economic viability, socially acceptable, and supportive to local and international development. Specifically, the Bachelor of Science in Entrepreneurship program has for its banner research agenda the following first, to determine if business organizations perform their social responsibility; second, to determine the different activities done by the different MSMEs in performing their social responsibility; third, to study the application and practices of Good Governance in the locality; fourth, to look into the effect of good governance; and finally, to assess if good governance were strictly applied and utilized by the community leaders and public officials.

To achieve this, the faculty of CBEA should conduct researches on corporate social responsibility and assess local governance practices of community leaders and public officials in the locality. They should also adopt as extension activity Good governance orientation and capacity building workshop for local officials and an assessment on good governance utilization of the community leaders and officials. This is because findings in several studies suggest that both good governance and economic growth are significantly positively associated with CSR performance (Inekwe, 2020). Businesses cannot isolate themselves; it cannot swathe ethical values from its customers. The values of its organization which is grounded in CSR presents an explicit connection with good governance. Therefore, it befits for an organization to use its economic influence to assert its stand on moral issues and incorporate values that will benefit its stakeholders and the society. The concept of CSR implementation by the collaboration of stakeholders is expected to provide a solution so that CSR can be implemented appropriately and effectively (Asmara,

2019). One of the stakeholders in CSR is the academics, where CSR in a broad sense can also be a Community Service Program in University. Thus the need for more research on CSR programs to unravel the intricate relationships between businesses and communities, including schools has been suggested (Ismail, 2014).

IV. Problems/challenges in the implementation of CSR among MSMEs in Tabuk City.

1. The problems pointed out by the key personnel interviewed from DTI Kalinga and Tabuk City Business Processing and Licensing Office in the implementation of CSR among MSME in Tabuk City are the following:
 - a. Majority of the MSMEs are operated and managed by single individual or only by members of the family, thus, leaving no time for extra activities.
 - b. There is no program that incentivize CSR activities from the government.
 - c. Lack of promotion in the economic benefits of conducting CSR activities.
 - d. There is still the notion that CSR programs are only for big corporations and multimillion companies.
 - e. There is lack of proper coordination with prospect beneficiaries.
2. The problems pointed out by the MSMEs in the implementation of CSR among MSMEs in Tabuk City are the following:
 - a. Inadequate time and manpower.
 - b. Insufficient knowledge on how to organize a CSR activity.
 - c. Lack of motivation and incentive.

V. Proposed Enhanced Research Development and Extension Program for Kalinga State University

PROPOSED RESEARCH AND EXTENSION PROGRAM FOR KALINGA STATE UNIVERSITY ON CORPORATE AND SOCIAL RESPONSIBILITY

RATIONALE: Micro, Small, and Medium Enterprises play a pivotal role in the economic development of any country. Recent research highlights the importance of MSMEs in employment creation and poverty alleviation.

However, they are businesses with small net worth with two remarkable features supported and managed by single individuals or his family members, which operate in a 'cluster.'

Corporate Social Responsibility (CSR) has become active in economic growth. It is becoming a trend for customers to favor businesses that do CSR because they think they can give back by buying a product or availing such companies' service. There are many businesses today that do strategic CSR that helps both their companies and their target beneficiaries. When interactions involve their adopted communities in their core operations, they can instantly get help and assistance from the latter for their business pursuits.

The KSU Research Framework were based on the Research and Development mandate to conduct research and development programs in priority disciplines and key areas for improving instructional programs and to promote the development of urban and rural communities and farmers through the generation of matured appropriate technologies for increased agro-industrial productivity. It also seeks to develop knowledge and sustainable technologies that are economically viable, socially acceptable, and environmentally friendly, supportive of local, regional, national, and international priorities. For socio-economic, the university shall undertake researches which can enhance healthy environment for entrepreneurs.

Based on the University's RDE Operations Manual the Extension RDE Agenda which were approved on August 23, 2019 with BOR Resolution No. 2, s. 2019 states that the Extension Program of the college adopts development programs in priority disciplines and key areas for improving instructional programs and to promote the development of urban and rural communities and farmers through the generation of matured appropriate technologies for increased agro-industrial productivity. It also seeks to develop knowledge and sustainable technologies that are economically viable, socially acceptable, and environment friendly supportive of local, regional, national, and international priorities.

It was found, however, that most of the social researches conducted by the faculty researchers of KSU were focused on the promotion of indigenous products, financial literacy and consumer rights. The extension activities conducted were concentrated on product development, marketing, book and records keeping, and the linkages forged which were mostly for the benefit of People's Organization but almost none for the development and promotion of CSR activities among the MSMEs in the City of Tabuk; thus this program.

Table 41. Proposed Research and Extension Program for Kalinga State University On Corporate and Social Responsibility

PROJECT	OBJECTIVES	STRATEGIES	TIME FRAME	PERSONS IN CHARGE	ESTIMATED BUDGET
Conduct researches on corporate social responsibility	<p>To determine if business organizations perform their social responsibility</p> <p>To determine the different activities done by the different MSMEs in performing their social responsibility</p>	Linkage with the Different MSMEs in the Province	<p>2024-2028</p> <p>2024</p> <p>2025</p> <p>2026</p> <p>2027</p> <p>2028</p>	<p>-University</p> <p>-RDE</p> <p>-Faculty</p> <p>-Students</p> <p>-MSME</p>	<p>22,895</p> <p>3,750</p> <p>4,125</p> <p>4,538</p> <p>4,991</p> <p>5,491</p>
Conduct of CSR related community extension program	<p>To apprise the MSMEs in their definitional issues, and perception that CSR is more about philanthropy, rather than “doing business” and responding to shareholder interests;</p> <p>To inform the MSMEs of the recognition and awards available to MSMEs with outstanding, innovative, and world-class CSR-related services, projects, and programs a provided for by House Bill No. 6137/Corporate Social Responsibility Act. And that local government units are also mandated to extend whatever assistance is necessary for business establishments to accomplish CSR programs and projects by the same Act;</p> <p>To help the MSMEs develop and implement a corporate social responsibility strategy and commitment;</p> <p>To measure, evaluate and report on performance;</p>	By conducting a series of seminar/training/workshop activities leading to a deeper and meaningful understanding and appreciation of CSR and towards socially responsible MSMEs In Tabuk City Kalinga.	<p>January</p> <p>2024-December</p> <p>2024</p>	<p>-University</p> <p>RDE</p> <p>-Faculty</p> <p>-Students</p> <p>-MSME</p>	<p>64,360</p> <p>64,360</p> <p>64,360</p> <p>64,360</p>
Involvement of MSMEs in Scientific Researches as part of CSR activities	<p>To address the need for a common research infrastructure for joint projects and educational activities among MSMEs and the University.</p> <p>To promote the companies ‘products and familiarize students with them</p>	Joint research projects funded by international funding bodies and/or by the business sector.	<p>2024-2028</p>	<p>-University</p> <p>-RDE</p> <p>-Faculty</p> <p>-Students</p> <p>MSME</p>	<p>22,895</p> <p>3,750</p> <p>4,125</p> <p>4,538</p> <p>4,991</p> <p>5,491</p>
Collaboration with College of Health and Science in	To provide students the opportunities to use their skills and knowledge in their own communities and have a significant role in real contexts, and	Linkage with CNHS. DTI and MSMEs	<p>January – June</p> <p>2024-</p>	<p>-University</p> <p>RDE</p> <p>-Faculty</p>	<p>64,360</p> <p>64,360</p> <p>64,360</p>

Conducting health related community outreach and Services to Veterans and senior Citizens with chosen MSMEs	develop plans and strategies for the resolution of specific problems	Conduct of extension activities on health promotion, protection and health initiatives.	2024	-Students MSME	64,360
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VI. SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

Summary of Findings

In summary, a good number of the MSMEs operating in Tabuk City, Kalinga are small enterprises, engaged in retail business operating for more than ten years and have a CSR budget of Over 5,000 to 8000 and are earning over 250,000-400,000 as their annual net income/savings. As reflected in a category mean of 3.56, the data disclosed that MSMEs in Tabuk City, Kalinga have a 'great extent' of understanding in the concept of CSR. All seven indicators indicate mean ratings of 'great extent'. Among the eleven CSR activities MSMEs are most active in disaster relief assistance activities and are not inclined to support Scientific Researches, Service to Veterans and Senior Citizens and Socialized and Low-Cost Housing. The extent of implementation of Community research and extension programs of Kalinga State University by its faculty garnered an overall mean of 2.62 which reveals that there is a 'moderate extent' of implementation. According to a DTI key person, lack of time, manpower, promotion of benefits, incentives and proper coordination are the main problems and challenges encountered by the MSMEs in the implementation of CSR.

Conclusion:

Based on the findings of the study, the following conclusions were drawn:

The MSMEs of Tabuk City conceives Corporate Social Responsibility as mainly beneficial to the community, environment its employees, customers, business partners, and governments and while it has minimal contribution to the success of its business endeavor. It is found that they are most active in disaster relief assistance activities and are not inclined to support Scientific Researches, Service to Veterans and Senior Citizens, Health Development, and Socialized and Low-Cost Housing. Generally, there is no significant difference in the extent of implementation of CSR activities by the MSMEs of Tabuk City, Kalinga regardless of their profile.

Most of the social researches conducted by the faculty researchers of KSU were focused on the promotion of indigenous products, financial literacy, and consumer rights. The extension activities conducted were concentrated on product development, marketing, book and records keeping, and the linkages forged which were mostly for the benefit of People's Organization but almost none for the development and promotion of CSR activities among the MSMEs in the City of Tabuk.

Recommendations

From the results of the investigation, the following recommendations are generated:

1. The College of Business Entrepreneurship and Accountancy may focus more on finding theories and concepts that are appropriate for implementing good and effective CSR by conducting CSR -related researches as mandated in their college research agenda as CSR implementation should involve proper planning and education. This will ensure that the implementation brings about opportunity creation and competitive advantage for the SME.
2. The research findings and the theories and concepts formulated may be communicated to the MSMEs through the development of IEC materials and conduct of Training and Seminars. A program proposal that aims to contribute to community development by conducting a series of training/seminars/workshop activities leading to a deeper and meaningful understanding and appreciation of CSR and towards socially responsible MSMEs in Tabuk City, Kalinga.
3. There may be collaborative implementation of CSR programs between Kalinga State University and the MSMEs to compensate for the various weaknesses in each of the parties in carrying out CSR activities. The faculty extension workers may assist MSMEs who lack manpower and time to conduct CSR activities.

- 4 . The result of this study may be presented to the KSU top management to realign some of their research activities toward Corporate Social Responsibility.
- 5 . The university may identify and recommend prospective beneficiaries of CSR activities and may serve as the interceder between the MSME and the community.

Some limitations exist in this study. Given that the sample size is relatively small, its findings might not generally represent the MSMEs extent of implementation of CSR activities. Therefore, parallel studies covering a wider scope and more respondents might be undertaken to find a generalized finding. Notwithstanding these limitations, this study is important as it provides a clear picture on the current state of extent of implementation of CSR activities in Tabuk City, Kalinga and it gives a clear direction on the areas that future research needs to address in order to ensure that CSR is properly implemented by SMEs in ways that will be beneficial to the University, the MSMEs, the environment, and the community at large.

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Financial Management Mechanisms of Tabuk City Local Government Unit Employees amidst COVID 19

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Received: 19 Nov 2022; Received in revised form: 18 Dec 2022; Accepted: 26 Dec 2022; Available online: 31 Dec 2022

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Abstract— *Financial stress is one of the challenges that everyone would like to win because prevailing over it results in a more peaceful life. Filipinos are renowned for their resilience in the face of adversity, as we can still smile despite all of life's challenges. Everyone has been touched spiritually, emotionally, physically, and financially due to this massive pandemic, and the war against it appears endless. Since day one, financial stability has been the number one concern, which is why the government has attempted to increase the people's demands. This quantitative and qualitative study examined the financial management system that these employees implemented to combat fatal infections. More than three hundred twenty-four randomly selected respondents completed the structured questionnaire, were interviewed, and provided photographic documentation for data collection. The majority of employees' budgets and savings were moderately affected, according to the research. It was also determined that there were no statistically significant differences between the effects of the pandemic and employment status, wage range, source of money, and purchasing techniques. In addition, the staff engaged in gardening, farming, earning a living, and accepting part-time activities such as pedicure manicures, artificial insemination of large animals, and tutorials, with a strong emphasis on online selling. However, additional interviews revealed that most needed to be financially prepared for the lockdown, as mentioned above. They resulted in additional borrowings because most were financially unstable and spent more than they had saved. Therefore, it is suggested that an extended program on proper financial management be considered to address the preparedness of this personnel for future crises. In addition, a lesson has been learned through the lengthy absence, which is to spend more time with family and friends because we never know what the next day will bring.*

Keywords— *Financial Management, Financial Resiliency, Covid-19 Effect.*

I. INTRODUCTION

Background of the Study

Financial Management has become an integral aspect of everyone's standard of living nowadays. Today, the questions of where to acquire, where to invest, and where to spend are so prevalent. How much more difficult is it to answer the question "what will we have for dinner?" when you have little or no money left in your pocket? The routines and singleness of all employees, not just mothers and fathers, cannot be used as an excuse. It forces males to delegate responsibilities to their wives by handing women the budget. It is advantageous if you have additional sources of income, but what if your only source of

subsistence is from your employer? This makes the issue even more difficult. If this is true for the permanently employed, what about the unemployed?

One of the stressors that many people face today is an economic challenge. People with financial hardships usually worry every time ends meet. Those due dates could be alarming; worse, being unable to provide for and support their family is depressing. This setting is already a day-to-day routine, meaning it becomes an ordinary situation. However, the unforeseen influx of Corona Virus, commonly known as Covid 19, since the outburst started in China, made it more complicated than usual. The average pace of life becomes the least we expect. It

becomes a burden concerning the budgetary requirement that we have. As we all know, survival with a challenge takes a lot of work. Thus, this made the government consider locking down the mainstream for quite some time until the virus is evitable. However, until now, the mortality rate has been tremendously increasing. The number of active-positive patients seems to no end even though the most far-flung areas have already been infected with the said virus. Although there are survivors of the said illness, antidotes and vaccines have not arrived yet. It makes the situation more complicated.

Consequently, the resiliency of every Filipino has been an issue since day one. The sudden change in life became more intriguing; thus, even the keyboard war increased, putting the government in the hot seat. The latter becomes trouble for everyone, and these issues even made the pandemic worse. Meanwhile, every individual's doubt in coping with the new normal becomes vaguer, while the government leaders' capability into a huge question mark.

However, economic challenges and financial stress may open the door to positive outcomes. It may result in positive changes because innate in every Filipino is flexible and challenging life. It is a good manifestation that we will overcome this pandemic. Hence, this draws the conception of this study. How does this COVID-19 affect the financial management of CLGU employees? What mechanisms did they adopt to cope with the financial crisis they experienced? It may also consider accepting new opportunities like finding greener Pasteur jobs or improving one's ability to manage their finances. Henceforth, being financially well off, all "tally" follows mentally, physically, socially, emotionally, educationally, and especially spiritually.

II. CONCEPTUAL FRAMEWORK

This study is based on the concept that part of the daily existence of people. The pandemic has caused financial difficulties to everybody. Employment rates went very low, while prices of commodities have gone very high. People are constraint from doing other jobs due to lockdown as a consequence of the widespread of the virus.

The above situation pushed the researcher to study how the employees of the CLGU of Tabuk managed their financial situation during the pandemic. Many employees are on job order, on casual status, thus receiving meager salaries. They, however, hold to their employment, but how do they remedy the other funds they need to sustain themselves and their families?

Other employees of other institutions can adopt the strategies or approaches they employ to manage their finances. Although we are all resilient as a people, balancing our health and economic condition is difficult. The CLGU employee's situation then challenged the researcher to conduct this study.

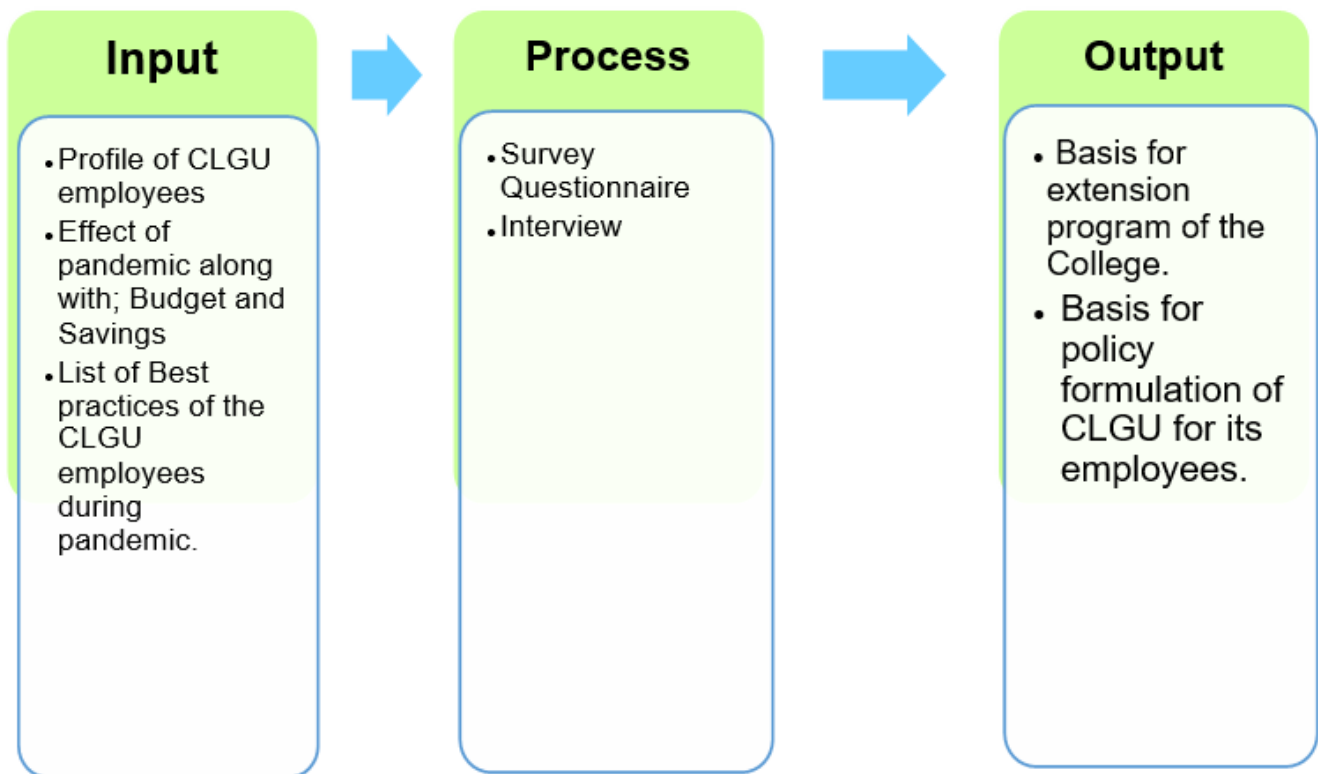
According to PrachiJuneja, "Budgetary Administration implies arranging, organizing, coordinating and controlling the budgetary exercises such as acquirement and utilization of reserves of the venture. It means applying common administration standards to the financial assets of the endeavor. He also added that financial management is generally concerned with procurement, allocation, and control of financial resources. Thus, ensuring a regular and adequate supply of funds and optimum utilization is the direct concern of financial management. Once funds are obtained, employees should utilize them in the maximum possible way at the least cost.

According to Towanda Mitchell, "financial management is responsibly handling our financial situation by achieving financial independence. Financial management refers to proper managing of finances, and it also includes financial management and organization management (ThulasimaniMunohsamy, 2015). Personal financial management helps us manage our home's finance, including budgeting, saving, investing, debt management, and other aspects related to private money in achieving personal target (Bimal Bhatt, 2011). In short, personal finance is having a detailed financial plan. Having a strong track of the cash flows, to safeguard finances (Joseph Wilner, 2009)."

Financial management always depends on whoever the concern is. The financial planning of those who have more compared to those who have less is very conventional. Those who have adequate funds need to ensure safety regarding their investment, like investing it in safe ventures so that an ample return rate is achieved, while those who do not have enough or do not have extra will find ways to cover up their needs.

Thus, financial planning will always be as complicated as it seems. Especially when you are receiving just enough for your day-to-day living, the question will be, what if an emergency arises? What will be the fastest way to overcome this problem that they will be facing. The saying goes, "Habang Maikliangkumot Matutongmamaluktot," which shows every Filipino's resilience during a crisis. However, it will always drawback on a case-to-case basis. What is enough for someone may not be enough for you vis a vis.

Objectives of the Study



This study's main objective will determine CLGU employees' experience, specifically on their financial resiliency during the outburst of COVID – 19, hence, developed secondary purposes to achieve the aim of this study:

- To determine the profile of the CLGU employees as to employment status; salary; buying methods, and source of income;
- to determine the level of effect of the pandemic as to the amount of budget and savings incurred by the CLGU employees;

3.1 to determine if there is a significant difference as to the level of effect of pandemic along with employment status, source of income, and buying methods; • to determine the best practices of the employees during the pandemic;

Significance of the Study

This study measured the financial management experience and the CLGU employees' mechanism in coping with economic distress during the pandemic, specifically during the lockdown. It measured every employees' financial flexibility in facing the new normal caused by COVID 19 outbreak. This study helped every individual and the government be more ready if challenges may arise again. Thus, this is eye-opening to everyone that gaining financial literacy and personal financial management is an edge in fighting against any crisis that will come. This study could

also be a basis for policy formulation of the CLGU for its employee's financial resiliency and a basis for college extension programs.

Scope and Delimitation of the Study

This study was conducted at Tabuk City, specifically at Tabuk City Local Government Unit. Respondents will be randomly selected among the CLGU employees.

III. REVIEW OF LITERATURE

Financial Management

Definition of financial management is all over the web; according to Collins Dictionary of Business, 3rd ed., (2002, 2005), financial management refers to the practice of obtaining funds to finance a firm and advising on the proper allocation of these resources it involves analyzing the flow of funds. Guthman and Dougal also cited that Managing finance is the activity concerned with planning, raising, controlling, and administering funds used in the business. Experts believe that financial management is about acquiring funds needed by a company or any individual on the most favorable terms, keeping its objectives in mind. Therefore, this method mainly concerns the procurement of funds that may include instruments, institutions, and practices to increase funds. Legal and accounting relationships between each party are taken care of by this management practice. When we hear the term financial management, most of us already think

about business operations, profit, banks, and the likes; it is taken synonymously with budgeting. Finance is always associated with cash, so does business operations, as its' primary objective is to promote profit maximization. Hence, appropriate financial management is then the backbone of every business.

Personal Finance

In his lecture note on Personal Finance, Dr. Douglas Hawks quoted that financial stress is one of the highest for some lifestyle polls sources of anxiety and tension for Americans. Financial management is relevant to finding money to pay for bills in some instances. Reacting to financial situations is never as valuable as proactively planning for financial needs and emergencies. But before you can prepare for economic changes, you will need to become familiar with some basic concepts, including assets, liabilities, cash flow, and net worth.

In a short course at Duke University entitled Personal Finance, stated that Einstein called compound interest the "eight wonders of the world"; while on the other hand, Warren Buffett advised: "do not save what is left after spending; instead, spend what is left after saving"; and Barack Obama noted that: "A budget is more than just a series of numbers on a page; it is an embodiment of our values."

Financial Stress

According to Davis, C., and Mantler, J. defines financial stress is the "unpleasant feeling that one cannot afford the necessities, and have insufficient funds to finance dues. This can cause emotions of dread, anxiety, and fear but may also include anger and frustration. Hence, financial stress is a subjective feeling, which may or may not base on an objective basis of one's financial situation. The economic struggle may be due the loss of a job, unexpected medical or legal expenses, chronic overspending, investment losses, or gambling. This hardship can be because of the improper management of finances or spending behavior.

Young adults were surveyed by the Jumpstart Coalition for Personal Financial Literacy, that administered a survey with personal finance knowledge to 1509 high school seniors across the country (Jumpstart, 1998). The survey have found out that high school seniors' are aware of the use of credit, also on the matter of saving and investing, budgeting, taxes, insurance, inflation, and retirement issues. The test average a score of 57.3%, with only 10% of the seniors 15 getting a C or better, this indicates that young adults who are graduates from high school has little knowledge on personal finance. hence, there was a relationship between not knowing about personal finances and financial problems, such as being targets of investment

fraud, like delinquent on paying their credit cards, and so with bankruptcy (Jumpstart, 1998). the survey results also showed that the states with a greater population of adults declare personal bankruptcy majority have 12th graders scored poorly when tested on individual finance subjects.

In a study entitled "Crisis Management for Small Business during the COVID-19

Outbreak: Survival, Resilience and Renewal Strategies of Firms in Macau" by ALVES, Jose C et., al. Stated that "Small businesses are vulnerable to crisis. However, there is little knowledge about how they cope during a prolonged crisis as the COVID-19 pandemic. We collected interview data from six small local firms. We found that a sudden decline in demand has the strongest impact on small firms. There is a high expectation with large companies to easily cope up with crisis compared with small enterprises. Other common survival strategies include increased product diversification, exploration of new markets, and increased learning. These firms tend to have a longer history, experience dealing with a crisis, and operate in more regulated sectors. Based on these results, we dene ve types of renewal and survival strategies for small businesses and propose an SME crisis resilience model'.

Lifted from a study, the recession have greatly effects as observed with the global pandemic which started in March 2020, this had caused with the spread of the COVID-19, this made a severe damage than that of the great recession (Baker et al. [2019](#); Federal Reserve Bank of New York [2019](#); Hamilton and Darity [2017](#)). Without solid and aggressive government intervention, families are likely to be entirely financially devastated. It will take years for us to fully overcome if not fully immuned with the pandemic effect; however, early reports of families' lived experiences are already revealing their immediate financial devastation. While the lessons still gleaned from the Great Recession can inform current and ongoing responses to the Pandemic Recession, much more extensive and will need grassroots-focused policy responses to stabilize and shore up families' financial well-being (Friedline et al., 2020)

Households that have credit were more likely to use payday loans than those without credit constraints. The used of salary loans was a significant predictor before the Great Recession. Still, the effect was more significant in the aftermath of the crisis. More of the households used salary loans to pay other bills/loans (Lee and Kim ([2018](#))). Women spent more time on home production activities, nonchild care, and childcare and earned lower wages than men. The housing price index had a positive relationship with the time we spent on inhouse activities. Time spent caring for children was negatively associated with wages

(Kuehn (2016)). Initial income was associated with more rapid wealth change among high- but not low-income households. Initial wealth was associated with slower changes in wealth in high-income households than in low-income families. Initial wealth buffered higher-income households more from income changes than low-income households (Rauscher and Elliott (2016)).

Financial uncertainty was experienced by all participants, being a universal experience during unfavorable macroeconomic conditions. Participants experienced economic, management, personal, communication, and chronic tension regarding their financial circumstances. Participants reported that the macroeconomic downturn was a significant source of uncertainty, influencing their employment and housing. Management uncertainty included not knowing how to pay off debts, save for retirement, or make medical decisions (Romo et al., (2014)) A study also cited that "Small business recovery requires entrepreneurs in the locality to deal with the immediate aftermath of disasters. In examining small business post-disaster recovery, the authors found that Entrepreneurial Marketing (EM) offers a helpful body of research in explaining this study's findings. For example, Schindehutte, Morris, and Kuratko (2000) found that crises often compel businesses to adopt an entrepreneurial approach to their marketing function, while Morrish (2011) argues that EM strategies are useful in times of market turbulence and uncertainty" (Morrish et al. 2019).

Financial Literacy

Archana Remane Dhore stated in her article entitled The Importance of Financial Literacy during the Covid-19 Pandemic, "The rise of the global COVID-19 pandemic has caused economic repercussions across the United States. Efforts to contain the spreading coronavirus have caused a surge in layoffs, resulting in the loss of jobs in various industries, including restaurants, bars, entertainment venues, airlines, hotels, automakers, and manufacturing. US stocks saw their biggest weekly drops since the financial crisis of 2008. US Department of Labor figures from late March showed that shattered the record for the newest unemployment claims filed in a single week. Suddenly, it was later found out that there are more jobless Americans than during the Great Recession or in the aftermath of major natural disasters such as hurricanes, wildfires, and floods" (Dhore, 2020).

In Addition, financial and physical wellness are intertwined. the Financial stress however was aggravated by COVID-19. According to study by global health and wealth consultants Mercer, employees' worries about money cost employers an estimated \$250 billion per year.

The effect of the crisis on the financial stability and literacy of every individual doubled tremendous stress. Considering that financial freedom implies a less stressful life, people's financial management mechanism significantly affects every individual's life during economic crisis. Thus, resiliency in all means differs depending on the management of their lifestyles.

Definition of Terms

Financial Management. This refers to the proper management of income accumulated and properly allocating it based on prioritization.

Financial Mechanism. This refers to the ways and means that employees utilize to acquire additional funds to finance expenses.

Budget. This pertains to the amount of funds being allocated proportionately according to priority.

Savings. This is the part of income being set aside either for emergency use or for investment.

Resiliency. This concerns the ability of every individual to overcome challenges.

IV. METHODOLOGY

This study used a mixed approach, quantitative approach, and qualitative approach. A quantitative process is highly formalized, controlled, and has a precisely defined range (Segoale, 2001:19). The concept is to measure data. This study used structured questionnaires to gather quantifiable data, analyzed statistically to produce quantified results. The study also used a qualitative approach since it relies on first-hand observation, interviews, and the likes. Such that, this study conducted an online interview.

The locale of the study

The City of Tabuk is the center of the business industry in the province of Kalinga. The lockdown hinders the convenience of living in the city since the supply of the people's immediate needs. CLGU employees were not exempted in this kind of life-changing scenario. Subsequently, this was conducted at the Tabuk City Local Government Unit, Tabuk City, Kalinga. A total number of 1,695 employees, of which 752 are permanent; 147 casual, and a total of 776 job orders Using the Slovin's Formula with a confidence level of 95 and margin of error of 5, derived 314 total target respondents.

Research Design

Research is a systematic and objective collection, analysis, and interpretation of data to address the research

problem, according to Tustin, Ligthelm, Van Aardt, Van Wyk, and Martins (2005:7, 82). A descriptive survey questionnaire was utilized in this study. The method has been selected based on the study's objective, the type of data, and the analysis techniques.

Respondents/informants/research participants of the study

The City Local Government Unit of Tabuk (CLGU) employees were the respondents in this study and were selected at random. The total number of randomly selected respondents for this study was computed using the Slovinc formula.

Instrumentation

The survey questionnaire was constructed based on the interview gathered from individuals living in the locality. The questionnaire consists of four (4) parts. The first is the respondent's profile, along; salary range, employment status, buying methods, and source of income. The pandemic's effect on the budget and savings aspect of the CLGU employees follows. The third is the Financial Readiness during the crisis; And lastly, the best practices of the CLGU employees during the pandemic.

Validity and Reliability of the Instrument

A survey questionnaire was constructed concerning the problems and objectives of this proposal. The indicators are identified based on the specified financial undertakings during the pandemic, specifically throughout lockdown. The indicators were called out from survey questionnaires related to individuals' and businesses' financial resiliency and literacy. The survey questionnaire is deemed valid and reliable. It was further peer validated, pre-tested among the Municipal Hall of Rizal employees, Kalinga making it accurate and dependable, ensuring that the questionnaire measures what it intended to measure.

Data Gathering

Data collection in descriptive surveys was done through a mailed questionnaire. Before the survey questionnaire was floated, sent a request letter asking for permission to conduct the survey thru the City Mayor being the Head of the unit explaining the study's objectives and importance. Furthermore, to fully validate some questions, I also interviewed the employees.

Data Analysis

The data was analyzed using Descriptive statistics. The results were generated by frequency distribution and then used the following descriptive statistics techniques to obtain the results: the effect of the pandemic. The usage of the above criteria resulted in the calculation of the mean, and Annova and T-test interpreted the results. It was

critical to ensure that the data were reliable and valid to be considered accurate (Du Plessis, 2004:92).

In interpreting the data that was obtained from the survey and recorded responses from the interviews, used the following statistical tools:

- (1) Frequency. A tabular presentation presents the number of respondents in the statistical survey falling within a single class of specified factors, indicators, or characteristics.
- (2) Percentage. It is used to analyze the profile of the respondents concerning the selected variables.
- (3) Weighted Mean. It will determine the degree of perception of the graduate – respondents in their educational background's usefulness and relevance to their employment status.
- (4) Ranking. It is used to arrange in a series of ascending or descending orders of importance.
- (5) To assess the employee's degree of financial experience during the pandemic, along with the indicators, I used the Five-Point Likert Scale with the equivalent descriptive rating.

Arbitrary Values	Limits	Description	Symbol
5	4.21 – 5.00	Seriously Positively Affected	SPA
4	3.41 – 4.20	Positively Affected	PA
3	2.61 – 3.40	Moderately Affected	MA
2	1.81 – 2.60	Negatively Affected	SAN
1	1.00 – 1.80	Seriously Negatively Affected	NA

V. RESULTS AND DISCUSSIONS

Table 1. Profile of CLGU employees along with employment status; salary; buying methods; and source of income;

Profile of Respondents	Frequency	%
<i>Status of Employment</i>		
Permanent	116	35.80
Casual	103	31.79
Job Order	105	32.41
Total	324	
<i>Salary Range</i>		
10,000 below	169	52.16
11,000 - 20,000	99	30.56
21,000 - 30,000	23	7.10
31,000 - 40,000	19	5.86
41,000 - 50,000	5	1.54
51,000 above	9	2.78
Total	324	
<i>Buying Methods</i>		
Cash Basis Only	183	56.48
Cash & Credit	141	43.52
Total	324	
<i>Sources of Income</i>		
Employment	218	67.28
Employment and Business	82	25.31
Employment and Allowance	24	7.41
Total	324	

The above table provides an overview of the employees of the Tabuk CLGU, including their employment status, salary range, purchasing techniques, and income sources. It reveals that most of the 324 respondents are permanent employees, 105 are Job-Orders, and 31.79 % are temporary employees. It just indicates that the questionnaires are dispersed evenly across work status. However, although that most of the respondents already hold a permanent status, they still receive a minimum of P10,000.00 per month, following the city's minimum rate as per Section 2 of Wage Order No. RB-CAR-20 prescribed the minimum wage rates of private-sector workers in the Cordillera Administrative Region to three hundred fifty pesos (350.00Php) per day. Notably, the respondents' salaries ranged from 1 to 20 according to the

salary standardization statute (SSL) 2021. (SSL v second tranche).

Consequently, this coincides with their responses regarding how they buy their needs and desires, revealing that 56.48 percent obtain their needs and desires using cash, whereas 43.52 percent, or 141 individuals, acquire products or services using either cash or credit. Since most respondents replied both cash and credit receive higher pay, this demonstrates that neither permanence nor high salary guarantees a life without debt. Moreover, it proves that when one receives an increase in their salary, it goes with their lifestyle. This point of view matches with "higher pay makes the higher cost of living," this is somehow proved by the so called "*lifestyle inflation*," which means consumers spend more money once they receive an increase in their pay when one receive higher pay the needs and wants also grows the same (Morgan, E., 2020).

A supplementary source of income serves as a hedge against unforeseen events that could lead to unrest. Thus, a secondary source of income ensures a steady flow of funds, helping to offset the circumstances that contribute to a fluctuating income supply. Rapidly increase your retirement savings. Unfortunately, despite employees' increasing needs and desires as a result of lifestyle inflation, only 25.31% reported having extra income due to investing in income-generating ventures. This indicates that only some employees have proactive financial goals, as most rely solely on their salary, and some receive allotments. This feedback manifest that some are not yet financially independent and were not yet financially prepared.

Table 2. Level of the effect of the pandemic as to the amount of budget and savings incurred by the CLGU employees

Indicators	Average weighted mean	Interpretation	Rank
a. Budget			
Food	2.39	Negatively Affected	4
Education	2.69	Moderately Affected	2
Medical	2.43	Negatively Affected	3
Leisure	2.94	Moderately Affected	1
House	2.26	Negatively	5

Maintenance		Affected	
Area Mean	2.54	Negatively Affected	
b. Savings	3.14	Moderately Affected	1
TAWM	2.84	Moderately Affected	

As seen in the table total average weighted mean is 2.84. The respondents stressed that the pandemic has moderately affected the amount of their budget and savings. The result depicts the resiliency of the employees amidst the crisis. According to Kaufman, R. 2017, financial resiliency refers to the ability to withstand fortuitous circumstances that may impact one's income or assets. The capability of one to make ends meet is their endurance to the sudden income change. Many of them were able to resist the struggle brought by the pandemic.

Conversely, respondents were said to have been negatively affected as to budgeting since it has a computed average mean of 2.54. It is manifested that the pandemic has a negative impact on budgeting. According to the recent College Ave Student Loans survey among the 1,141 college students' parents conducted by Barnes & Noble College InsightsSM shows that 6 out of 10 Families' budgets were affected by the Covid-19 Pandemic, including Plans to Fund College (Wilmington, Del 2020). Based on the different indicators, it reflected that leisure got the highest mean of 2.94. It only shows that their budget with leisure was moderately affected. According to the respondents during my interview, the lockdown lessened their leisure activities. After all, pandemic hinders mobility; instead of going out to enjoy, they stay at home with their loved ones; this goes with education having a mean of 2.69. Accordingly, the daily allowances were cut off and resorted to the internet connection, which is conferring to the respondents it had reduced their expenses as to this aspect.

In contrast to these aspects, house maintenance and food got the two lowest mean, which signifies that their budget under this two aspects was negatively affected. The result may be because of the pandemic impact on both demand and supply of commodities, which directly affects the shutdowns and disruptions to supply chains. Such effects have already been dramatic, particularly the mobility of the commodities (The World Bank April 2020).

Hence, savings was moderately affected. According to the interview, during the pandemic, mobility was immensely impacted, which resulted in a passably reduction of their savings.

Table 3. Summary of Anova

Variables	F	Sig.	Description
1. Employment Status	0.03	0.97	<i>Not Significant</i>
2. Source of income	2.19	0.26	<i>Not Significant</i>
3. Salary Range	0.66	0.67	<i>Not Significant</i>

Table 4. Summary of T-test

Variables	F	Sig.	Description
1. Methods of Buying	0.15	0.45	<i>Not Significant</i>

The above tables indicate that the pandemic has *no significant difference* along the different variables identified, along with employment status, source of income salary range and methods of buying. It only proves that the pandemic did not make any difference as to its effect on the amount of budget and savings among the CLGU employees. This was proven during my interview with them, accordingly, even though the Covid-19 have a tremendous effect towards the financial resiliency of the people, their characteristic being adaptable to sudden change did not rattled, as Filipinos are known to be tough we do recover quickly. Our tolerance towards difficulties is high.

Table 4. Best Practices and Strategies undertaken of the CLGU Employees to cope with the pandemic

Strategies / Best Practices

1. Backyard and Urban Gardening
2. Online Selling
3. Part-time Jobs (Large Artificial Insemination, Home Service of the Pedicure and Manicure, and Tutorials)
4. Livelihood
5. Farming
6. Physical Stores

The global pandemic has challenged every individual physically, mentally, spiritually, and even financially. Financial struggles have been the primary concern of everyone, especially that the pandemic has closed doors for opportunities. Hence, Filipinos are known to be resilient because we are still smiling despite all the adversities that we face in life (Arellano, B. 2018). In connection with this, during my interview among the employees, listed are the best practices that they have

undertaken to cope up with the pandemic, such as backyard and urban gardening was the top listed activities that they have done, according to them, this becomes a source of their foods. One good thing that the pandemic has done is it opens the avenue of online selling; for some who have skills in cooking, they sell their finished products online; this serves as their way to cover up some of their expenses. Another is employees engage their time accepting part-time jobs like large artificial insemination, home services like Haircut manicures, pedicures, and tutorials. The pandemic has open ways for an individual with skills to put them into practice eventually. Live livelihood and farming have also been apparent during the lockdown; due to the suspension of everyday work, those who have livelihood and farms could spend their time checking their livestock and farms. Lastly, employees were able to stay and check on with their sari-sari stores, while some opened their physical stores irrespective of the needs in their locality. These activities were the identified best practices that they have undertaken during the peak of the pandemic. These were great help not only to job-orders but also to all the employees because the pandemic causes also delays their salaries. Even so, the resilience amidst Covid-19 was apparent to the CLGU employees, as the old adage says, “kapagmaiksiangkumotmatutongmamaluktot”.

Furthermore, it further drew a reflection because of the pandemic. Noticeably, the pandemic had strengthened family ties and gave way to re-opening communication with our loved ones. It also noted that the employees had felt a deep connection with their families again; the employees spent most of their time with their loved ones and realized that saving and spending wisely according to their needs and priorities is very significant in surviving any crisis, this was further validated during the interview conducted, as they have mentioned that aside from the identified strategies they have used, they resulted more to borrowings because not all of them were able to save before the pandemic. But some also thought of considering investing in having another source of income for emergency and future use.

VI. SUMMARY

1. The research findings show that 116 out of the 324 respondents are permanently employed, 105 are job-orders status, and 103 are casuals. It only shows that the questionnaires were fairly distributed. The majority of the employees received P10,000.00 and above monthly salary, which is under the prescribed minimum rate as per Section 2 of Wage Order No. RBCAR-20. In addition, 183 respondents adhere that they buy commodities in cash; however, it is apparent that there

is a slight difference of 42 responses in accordance to those who are acquiring their needs and wants both on a cash and credit basis. Most of the respondents are entirely dependent on their salaries. However, 82 of them answered that they find ways of earning extra income thru opening their own business.

2. The study found out that, in general, there is a negative effect of the pandemic along with the budgetary and savings requirements of the CLGU employees, specifically on the budget constraints of house maintenance, food, and medicine. Hence, it also shows that pandemic has a moderate effect on the budget, education, and leisure; since the lockdown has caused a temporary closure of schools and recreational centers, it lessened the budget for allowances and leisures. Thus, there was a moderate impact on savings, which accordingly, during the pandemic, mobility was immensely impacted, which resulted in a passably reduction of their savings.
3. The study signifies that the effect of the pandemic has no significant difference along with the employment status, salary range, source of income, and methods of buying; since our tolerance towards difficulties is high. Thus our resilience in such problems doesn't weaken.
4. The study further identified that the employees were financially unprepared. Thus later found out during the interview that they usually spend before saving, which made them financially unstable.
5. Hence, the study found out that there is also a positive effect relating to the pandemic; it made the employees reflect on spending more time with their loved ones and spend wisely.

VII. CONCLUSION

The pandemic had a severe impact on the financial management procedures of the CLGU staff. Consequently, the employees are still considered resilient because, despite the impact of the severe financial turbulence in the economy, they were still able to withstand the difficulty it has brought about. In addition, despite the negative consequences of Covid19 on financial and health problems, a good remark has been made: because of the lockdown, the pandemic has facilitated a reconnection between families. It came to the idea that saving and spending are essential components of any crisis response.

VIII. RECOMMENDATION

1. The financial management mechanisms of the CLGU employees study can be a basis for the College's

intervention programs in helping attain the government goal of having a sustainable development within the community, like conducting virtual seminars and limited face-to-face training amongst the whole unit.

2. This study could be a basis for the CLGU for policymaking to address the needs and safeguard the welfare its the employees.
3. This study would recommend further study on the financial management awareness and literacy to discourse financial freedom amongst the employees. Being financially freed gives you peace of mind and may make employees more productive.
4. An intervention on introducing the importance of planning for long-term financial goal as retirement can be fast approaching is also admissible base on the findings of this study.

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Appendix A

SURVEY QUESTIONNAIRE

I. Profile of the Respondent

- a. Name (Optional): _____
- b. Status of Employment: (Please checkmark on the option below)

Status of Employment	
a. Permanent	
b. Casual	
c. Job Order	

c. Salary Range:

Monthly Salary Range		Monthly Salary Range	
a. 10,000 below		b. 31,000 – 40,000	
c. 11,000 – 20,000		d. 41,000 -50,000	
e. 21,000 – 30,000		f. 51,000 above	

d. Buying Methods

Buying Means	
For Cash Basis Only	
For Credit Basis Only	
Both Cash or Credit	

e. Indicate the sources of funds used to finance your daily needs.

Source of Income	
Employment	
Employment and Business	
Employment and Allowance	

II. Respondent's Financial Experience during Pandemic**a. Effect of the pandemic on your financial status On the following indicators;**

Legend: SPA – Seriously Positively Affected PA – Positively Affected

MA – Moderately Affected SNA – Seriously Negatively Affected NA – Negatively Affected

Indicators	SPA	PA	MA	NA	SAN
a. Budget					
Food					
Education					
Medical					
Leisure					
House Maintenance					
b. Savings					

III. What are the best activities you have undertaken to overcome the financial challenges during the pandemic? (List down your answers)**IV. Interview**

- Do you consider yourself financially ready during a crisis/emergency?
- In case of emergency, where do you get your fund to finance your needs?
- Do you feel anxious about your financial status?
- Do you consider financial planning for the future?

Appendix B

Table computation on the significant difference on the effect of pandemic along with the different variables

Arbitrary Values	Limits	Description	Symbol
5	4.21 – 5.00	Seriously Positively Affected	SPA
4	3.41 – 4.20	Positively Affected	PA
3	2.61 – 3.40	Moderately Affected	MA
2	1.81 – 2.60	Negatively Affected	SAN
1	1.00 – 1.80	Seriously Negatively Affected	NA

a. The significant difference of the effect of pandemic along with *Employment Status*:

Indicators	Permanent		Casual		Job Order	
	Mean	Interpretation	Mean	Interpretation	Mean	Interpretation
a.Budget	2.95	MA	2.95	MA	3.01	MA
b.Savings	2.32	NA	2.17	NA	2.34	NA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	0.014298	2	0.007149	0.029666323	0.971051	9.552094496
Within Groups	0.722953	3	0.240984			
Total	0.737252	5				

b. Significant Difference along with Sources of Income

Indicators	Employment		Employment Business &		Employment and allowances	
	Mean	Interpretation	Mean	Interpretation	Mean	Interpretation
a.Budget	2.90	MA	3.14	MA	2.86	MA
b.Savings	2.38	NA	3.16	MA	2.42	NA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	0.345253	2	0.172626427	2.185921	0.259608	9.552094
Within Groups	0.236916	3	0.078971958			
Total	0.582169	5				

c. Significant difference along Salary Range

Indicators	10,000 below	11,000 -	21,000 -	31,000 40,000	41,000 -	51,000 up
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			20,000		30,000				50,000			
	Me an	Int er pr io eta t	Me an	Int er pr io eta t	Me an	Int er pr io eta t	Me an	Int er pr io eta t	Me an	Int er pr io eta t	Me an	Int er pr io eta t
a.Budget	3.02	MA	2.98	MA	3.01	MA	2.81	MA	2.88	MA	3.18	MA
b.Savings	2.03	NA	2.38	NA	2.35	NA	2.53	NA	3	MA	3.11	MA

Source of

Variation	SS	df	MS	F	P-value	F crit
Between						
Groups	0.51163841	5	0.102328	0.65594041	0.66988573	4.3873742
Within Groups	0.93600895	6	0.156001			
Total	1.44764736	11				

d. Significant difference along with the Buying methods

Indicators	Cash Basis		Cash & Credit Basis	
	Mean	Interpretation	Mean	Interpretation
a.Budget	2.98	MA	3.1	MA
b.Savings	2.44	NA	2.27	NA

T-test Paired Two Sample for Means

	C	C&C
Mean	2.710383	2.687234043
Variance	0.14339	0.348997535
Observations Pearson	2	2
Correlation	1	
Hypothesized		
Mean Difference	0	
df	1	
t Stat	0.154353	
P(T<=t) one-tail	0.451253	
t Critical one-tail	6.313752	
P(T<=t) two-tail	0.902505	
t Critical two-tail	12.7062	



Swear Words among the Pre-service Teachers of Kalinga State University

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Received: 22 Nov 2022; Received in revised form: 19 Dec 2022; Accepted: 25 Dec 2022; Available online: 31 Dec 2022

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Abstract— Swear words have become a regular part of everyday life. This qualitative descriptive study focused on exploring the use of swear words among the pre-service teachers of Kalinga State University for the school year 2021-2022. The study used a semi-structured interview administered through google form then probing through calls and in-person interview was also done in gathering and validating responses. Results showed that swear words used by the respondents range from body function types, imbecilic terms, sex, excretion, mother-in-law, death, and animal terms. It was also found that the respondents' swear word use is influenced by the environment and social media. Respondents also claimed that expressing oneself through cuss words reflects one's ethnic identity and culture; hence should be avoided, especially since the respondents are pre-service teachers. Swear words are considered as *paniyaw* which means it is against the will of the Supreme Being. The pre-service teachers manifest their strong belief and practice of the *paniyaw*, one of Kalinga's core values. This leads them to live a life founded on moral values, serving as their guide to avoid uttering swear words. The researchers recommend that the Kalinga core values of *paniyaw*, *ngilin* and *bain* should be continuously reinforced within the youth, and further studies in exploring cuss words and their effects in culture and ethnic identity within other age groups in Cordillera should be undertaken.

Keywords— swear words, *paniyaw*, pre-service teachers, culture, identity

I. INTRODUCTION

Swear word production happens every day in the society. With the advent of technology, there seems to be no limitation for people to use swear words.

Swear words are words that are considered to be inappropriate to use in formal situations. Swearing, a linguistic universal, is used to express intense emotions (fear, joy, anger, excitement) (as cited in (Finn, 2017)).

There are many types of swear words, such as profane, vulgar, and obscene. There are also many different ways to swear. Some of the most popular swear words include "son of a bitch", "damn it", "bitch", "mother fucker", and "fuck you".

Over the years, people have used a lot of swear words. When people say a swear word, it is often an expression of intense emotion. People use swear words more when angry, frustrated, or upset. One of the most common uses of swear words is to express emotions.

Indeed, one can conclude that there is a relationship between the use of swear words and the emotions people say.

With each each generation, swearing is accepted by a wider range of people in the workplace (Pinker, 2007). However, people who swear are frequently viewed as being of low social standing, stupid, and emotionally or psychologically unstable (Vingerhoets et al., 2013).

On the other hand, Kalinga is one of the major ethnolinguistic groups inhabiting Northern Luzon. It is regarded as the "Babel of the Philippines" because of its multilingual diversity. People inhabiting this place are divided into tribes: the Tinglayans, Lubuagans, Tanudans, Pasils, Balbalans, Pinukpuks, and Tabuks. Each of these tribes has its own language, customs, and traditions (Baggay, H., et al. 2016).

There needs to be more literature on studies conducted about cussing in the Philippines, especially in the

Kalinga context. Hence, this study aims to identify the swear words used in the languages used by Kalinga State University's pre-service teachers for School Year 2021-2022. The respondents of this study are the pre-service teachers since they will play a role in educating young minds. It also seeks to learn how, when, and where these swear words are used. It also investigates the causes behind the use of these expletives. Finally, it seeks to examine the cultural effects of swearing and determine whether or not this has an impact on how speakers express their identities.

II. METHODOLOGY

A. Locale of the study

This study was conducted at the Kalinga State University with the pre-service teachers who are enrolled during the second semester of School Year 2021-2022, both Bachelor of Secondary Education and Bachelor of Elementary Education, as the key informants.

B. Research Design

This study employed a descriptive qualitative design to investigate how daily expressions and particular events experienced by an individual or group of individuals might be comprehensively summarized (Lambert, 2012). First, it listed and categorized the swear words used in everyday speech as well as the varied functions they serve. Second, this paper analyzed the data in light of the participants' claimed usage of swearing as well as the recorded cuss words. The research included data on cuss words used, how they are perceived, and the cultural implications they have.

C. Respondents/Informants/Participants of the Study

The participants are the pre-service teachers who are enrolled during the second semester of school year 2021-2022 at the Kalinga State University. For this study, the respondents are the key-informants. There were 20 key informants who responded in this study.

D. Instrumentation

For the purpose of getting first-hand information from the respondents, a semi-structured interview was used. A semi-structured interview is used to examine topics or phenomena that may be delicate for the respondents and allows for possible probing and elaboration to fully comprehend responses. Additionally, it allowed for flexibility in the answers and inquiries made. They can use any language to respond to the questions, which were asked via Google Form. Some of the participants were questioned in-person, and the results were recorded.

E. Data Gathering

The participants were informed of the study's objectives before any data were collected. The researchers

administered the self-prepared semi-structured questionnaire through google form. In probing their answers, the researchers also conducted random conversations with the respondents through messenger call and in-person interview.

In the first section, questions about each respondent's ethnicity, languages spoken, and place of birth are asked. The second section listed the cuss words that the respondents use, the factors that influenced their learning of cuss words, their personal reasons for using them, how they feel about using them morally, and how using them relates to their ethnic identity. In getting enough and clear data for the research analyses, probing was done through messenger calls and in-person interview to some of the respondents.

F. Data Analysis

Data collection, categorization, analysis, and interpretation made up data analysis. The researchers also transcribed all of the participant's written and spoken statements in addition to gathering data.

III. RESULT AND DISCUSSION

The use of profanities and cuss words may be a reflection of linguistic and social expectations within a particular society (Welch, et. al., 2015). To explore the veracity of this statement, this part discusses the responses of the respondents. The interview questions were based on the three main problems namely: (1) the swear words used (2) when and where they are learned and (3) the cultural implications of these swear words on their individual level as pre-service teachers.

The respondents were 20 pre-service teachers of Kalinga State University for the school year 2021-2022, 18 females and 2 males, whose birthplaces are Balawag, Tabuk City, Mabaca, Tanudan, Dananao, Tinglayan, and Bulanao, Tabuk City. They speak the following languages: Ilocano, Tagalog, English, and Kalinga. From the answers given, 3 main themes were generated: swear words, cases, and culture. Swear words are uttered in different cases that eventually affect culture and vice versa. These themes generate the answers to the research questions.

1. Swear words used by the respondents

Types	Terms	English
Mother-in-law	Tangina/ina mo	Your mother is a slut
Animal	Animal ka/nimmal	You're an animal
Death	Matoy ka/Natoy ka	Die

Excretion	Shet/shit Takkim Buris Koyas	crap
Body function	Ta ulom Matam Ubet mo	Your head Your eyes Your butt
Imbecilic terms	Balla Tanga dambel Narapang Oshang mo Gago	Crazy Stupid Moron Crazy You're nuts
Sex term	Ukinnana Kinnam Kininam Ukim	Your mother's/your genital

Allan and Buridge (2006) assert that swearing is a reaction to frustration, suffering, and fury. A curse word is not merely "another word," as the saying goes. According to Wardaugh (2006), there are seven different categories of curse words: mother-in-law, animal, death, excrement, body function, religious problems, and sex term. In order to accommodate the responses, Hughes (1999) added a second kind for this investigation, the imbecilic type.

As shown in the table, the respondents usually use swear words that fall under body function type and imbecilic terms. Some of these are "ta ulom", "ubet mo" which means your head and your anus and "balla" and "narapang" which means insane. These are usually uttered when one feels frustrated or disappointed because of someone's action. Some parts of the body are also used to insult or to convey emotions like "ta ulom", "ta matam" and "ubet mo."

Sexual activity is not to be shown or discussed in public. Therefore, sexual activity and which includes sexual organs or genitals, is considered to be embarrassing so it is used to insult or offend people. Words like "ukinam""kinnam" which means your mother's genitals, are used by the respondents. This is often uttered when one feels angry.

Some swear words are also related to death like "matoy ka" or "natoy ka" which pertains to death. However, this swear word is not often used in its literal meaning where you wish someone to die. This is sometimes used in

informal conversations to express disbelief or excitement when seeing someone.

Human excretion is considered dirty and impolite and these are also being used as swear words. Adopted versions of the "shit" such as "shet" which means crap is also used by the respondents. They also use "takkim", "naburis", "koyas" which all pertain to human waste.

It can also be noted that the respondents do not use swear words under religious matters.

Jay and Janschweit (2008) argue that swearing is primarily used to convey emotional meaning. Therefore, swear words are not only considered an instrument to offend someone but also to convey strong emotions.

2. Cases

The second theme discusses where and when the respondents use and learn to swear words. Swear words are caused by several purposes and reasons.

The following accounts for the respondents' reasons for uttering swear words.

R1: "It's not intentional but as an expression especially if I'm too close or familiar with a person I'm talking with. But yes, I do admit that I also utter cuss words if I'm having a bad mood or if I'm disgusted to someone else or to something I did not make productively."

R2: "I suddenly utter those cuss words whenever I feel angry, frustrated, annoyed, excited, and sometimes when I am happy."

R3: "To vent my emotions. To emphasize the things I want to say. I can express more my thoughts with those words."

Based on the above responses, the pre-service teachers use swear words mainly as a form of expressing their emotions like anger, frustration, annoyance, and even excitement and happiness. This also implies that using swear words does not necessarily imply strong negative emotions. It is also a way of expressing positive feelings like happiness and excitement.

The respondents also stated that environment and social media are the main influencers on their usage of swear words. When asked on who/what taught/ influenced them to use cuss words, some of their answers are the following:

R4: "No one taught me to use cuss words most especially no one influenced me too, it's just that I adopted it from different circles of friends I have, to different people I encounter and communicate with. Sometimes because of being too hanged with

social media like watching, or memes that I usually read when scrolling on my Facebook.”

R5: *“I learned from the environment or community I grew up. I also learned it from the movies I watched and heard.”*

“Based on the environment where I socialize.”

The respondents believe that environment and media play a big role in exposing the respondents to the use of cuss words.

The environment or society in which a person lives has an impact on how they learn and utilize swear words (Tajolosa, 2012). The respondents' language use is significantly influenced by their surroundings. Aside from the environment, the people around also have a great influence on an individual's use of swear words. Most people pick up new skills through imitation, which eventually becomes a habit. In order to determine what is unpleasant or rude, we must also take into account the relationship a person has with the people who are using swear words (Locher, 2005).

3. Culture

All of the respondents agreed that the use of swear words is paniyaw. Paniyaw is one of the Kalinga core values, along with ngilin and bain, which pertains to the concept that there is a “Supreme Being or Kabunyan” who is the creator of all things and the master of life and death. “Mampaniyao” is the restriction on oneself acts looked upon as degrading, immoral and punishable by the mighty “kabunyan” (Gamboa, 2018).

R6: *“Yes, because paniyaw means for us Ykalinga is our Love for God and we should do it for our being, with all our strength and with our mind. Cuss words is bad and prohibited in the eyes of God so it is considered as paniyaw.”*

R7: *“Cuss words is considered paniyaw if you are cursing someone with the use of very serious and profane words like “matay ka kuma” and others.”*

The responses imply that the respondents still adhere to the core values of Ikalanga even with the advent of technology which causes much exposure to swear words.

R8: *“I say, at the end of the day, it is still a bad word. Most may claim that it can be both depends on the intention of the person or that it's a case to case basis however, that can also be an excuse for us to hide our comfortability in using them and as a habit. Well, yes saying those can ease up our emotions but if come to think of it there are other ways to overcome such. Others also may say that it is an automatic response whenever we feel*

frustrated, dismayed, challenged yet still we should admit it is a bad word cause there is a literal meaning behind those words which can also trigger other emotions leading to a more bigger and serious problem.”

R9: *“Ethically speaking, those cuss words are profane and deemed not good. However, sometimes we still could not control our emotions and tend to say those words out of our mixed feelings like anger, frustration and anxiety. Cuss words should not be made as habitual expression in regular basis because others especially young children might imitate what you are saying.”*

The responses above manifest the perception of the pre-service teachers regarding the use of swear words. As pre-service teachers, they believe that swear words are bad and it should not be made habitual expression of emotions or feelings because others especially young learners might imitate what they are saying.

The respondents also argued that swear words and ethnic identity are highly related. Some of their statements support this assumption:

R10: *“The relationship between the use of cuss words and my ethnic identity is that it reflects my being. The more that I'm using cuss words, the more I'm showing disrespect for my ethnic identity. And it's like a failure on the culture I have.”*

R11: *“Using profane words affects directly the ethnic identity. Since a person from an ethnic group represents the whole group, if he uses profane words, people do stereotype that is why they will now have an identification of that group because of that person.”*

This disputes the findings of Domingo, et.al (2019) which states that the use of cuss words does not necessarily contribute or strengthen the identity of the respondents in their study. They believe that each language and society for the matter has cuss words. Therefore, cuss word in their language and communities should be treated like those of any other language—ordinary and normal.

When probed about their feelings after using swear words, the respondents admitted that they feel bad and guilty because of their actuation.

R12: *“I felt guilty, because I uttered such words to someone where in fact I know that I could hurt their feelings because of that.”*

R13: *“I feel guilty and feel embarrassed to myself and to other people when I suddenly utter bad words.”*

"Taboo originate as social limits on the individual's behavior when it can inflict discomfort, harm, or injury," according to Allan and Burridge (2006). Because it can undermine the value of a particular culture, particularly in regards to etiquette and manners, it must be avoided. Even when the speaker is trying to convey the right emotion, swear words might nevertheless offend some others. According to the respondents, swear words should be avoided because they are viewed as an unfriendly method to communicate.

IV. CONCLUSION

Swear word utterances express one's feelings or emotions, both negative and positive. They range from body function types, imbecilic terms, excretion, sex, death, and animal terms. Expressing oneself through the use of cuss words is believed to reflect one's ethnic identity and culture; hence should be avoided, especially since the respondents are pre-service teachers. Swear words are considered paniyaw which means it is against the will of the Supreme Being. The pre-service teachers manifest their strong belief and practice of the paniyaw, one of Kalinga's core values. This leads them to live a life founded on moral values, serving as their guide to avoid uttering swear words.

V. RECOMMENDATION

The researchers recommend that educators continue reinforcing the Kalinga's core values, the paniyaw, ngilin and bain, among the students. There should be more research done with people from various age groups. Also advised is a thorough investigation of how swear words affect one's identity and culture. Finally, a similar study of the other Cordilleran languages may also be conducted, and the outcomes of that study may then be further compared with them.

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Agroforestry Practices in Kinama, Rizal, Kalinga: A documentation and basis for intervention plan

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Received: 03 Nov 2022; Received in revised form: 11 Dec 2022; Accepted: 21 Dec 2022; Available online: 31 Dec 2022

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Abstract— This study was conducted to document the Agroforestry Practices in Kinama, Rizal, Kalinga. A documentation and basis for intervention plan from September 05 to September 30, 2022. There were 102 respondents of the study. The descriptive statistics was used. Frequency counts, percent, means, ranks and correlation analysis were used in the analysis and interpretation of data. Results of the study showed that most of the respondents are males and married. Many of the respondents belong to age bracket 41 to 50 years and attained elementary level. All the respondents are owner-operators and less than half have six to eight years' experience in Agroforestry farming: cultivating an area of 1 to 5 hectares. Many of the respondents earned Php 9,000 and above after adopting Agroforestry. Almost all of the respondents practiced multi-storey with tree components of yemane, mahogany, mango, citrus, rambutan, lanzones and coffee. The integrated agricultural crops are pigeon pea, banana, corn and eggplant. The respondents are moderately benefitted in terms of economic and environmental benefits and also fairly benefitted in cultural benefits. Results showed that the degree of seriousness of the overall problems encountered were fairly serious with a mean of 2.26. However, poor location was rated as the highest and the non-ownership of land and unstable tenure status was claimed not serious with the lowest rating. The correlation analysis was found to have no significant relationship of income derived from agroforestry farming to educational attainment and years of farming of the farmer-respondents.

Keyword— Agroforestry farming practices, land tenure, multi-storey, intervention plan, documentation

I. INTRODUCTION

Background of the Study

The Philippines is considered as one of the biodiversity hot spots in the world due to its unique flora and fauna. Just like in many parts of the world, Philippines is also experiencing forest destruction (deforestation and/or forest degradation). These consequently pose a great threat to the stability of the whole ecosystem (Dulay, 2015).

Philippine forest covers have degenerated because of massive logging activities, extreme poverty and shifting cultivation. Current deforestation rate has been estimated at 100,000 ha per year. There are about 20 million Filipinos living in upland watershed areas, half of whom are dependent on shifting cultivation for livelihood. The continuous influx of migrant communities has further aggravated the diminishing forest resources. Given the

dependence of human and social life of products from the forest from wood to water and to the oxygen they produce, these consequences impinge on all sectors of the society (Mapili, 2019).

Agroforestry is so far one of the solutions to ecological degradation. There is now a worldwide acceptance of agroforestry as the most appropriate technological approach to improve the upland areas. In Cordillera Administrative Region (CAR), agroforestry development was listed in the Regional Development Plan of 2004-2010 as one of the programs that will support the watershed cradle (Latap, 2015).

Upland agroforestry systems have been proven to have a positive impact on smallholders' livelihoods: they contribute to economies from local through to global and also provide valuable environmental services. However, these systems are often overlooked and face several major

barriers. Upland smallholders are particularly vulnerable to the threats of climate change, notably, erratic rainfall patterns and more frequent extreme weather. Consequently, upland populations are increasingly migrating to urban areas where opportunities are perceived to be better. However, with improved support, upland farmers can enhance their agroforestry systems and livelihoods and thereby strengthen local through to global economies and also enhance environmental services (Roshetko et al., 2017).

Cordillera Administrative Region (CAR) is blessed with abundant natural resources like wide forest cover and as such, it is aptly called the “watershed cradle of Northern Luzon”. However, the region is now confronted with an imbalance between the productive and protective uses of the watersheds. Socio-economic pressures have forced upland dwellers to farm even steep slopes, and even to the extent of converting forest lands for agricultural purposes (Latap, 2015).

The province of Kalinga is surrounded by mountains and divided into three distinct geographical areas, with the Chico River as the center: the mountainous western portion; the valley of the river and its tributaries; and the plains between the river and Cagayan Province. Most of the residents grow crops and livestock for domestic needs and income.

Agroforestry has always been a part of the Ykalingas’ traditional farming practices. They usually grow root crops and rice on slopes, supported by trees, which in turn prevent soil erosion. Animal waste and leftover food are used as fertilizers. Some tribes in the province plant high-value crops alongside nitrogen-fixing plants, such as peanuts and beans. They also use land-management systems in which trees and shrubs are grown around or among crops or pastures. With this system, they are able to make the production of food, firewood and clothing sustainable (Berry, 2020). According to Domoguen (2018), Agroforestry is best for mountainous regions like Cordillera. The practice of agroforestry in Kalinga Province, Philippines is a tradition that has been passed from generations to generations and has become a way of life to the people of Kalinga (Bayon et al., 2016).

The municipality of Rizal is called the gateway to the provincial capital, the city of Tabuk. It is situated along the provincial boundaries of Kalinga, Cagayan and Isabela. Rizal has a total land area of 23,011 hectares composed of valleys and hills. Its fertile clay soil is best suited for crops and rice production. On its western sides are grazing lands and patches of forest. The town’s major source of livelihood is agriculture. Monocropping is widely used in the municipality. Rice and corn farming are

the most dominant and only few are engaged in vegetable production.

Rizal is an agriculture-based municipality because of its favorable topography. The barangays of Bulbul, Kinama, San Pedro and San Francisco belong to the upland communities of the municipality. These barangays practiced slash and burn and even converting the grassy and rocky hills to corn plantation. This made possible when upland farmers recognized the power of herbicides which makes the soil friable and the stones were rapidly weathered (Balbuena & Javillonar, 2018).

One peculiarity of agroforestry farming systems is their being location-specific. Because of the presence of diverse cultural communities in the province, a number of indigenous agro- forestry farming systems have also been developed in other localities but remained undocumented.

The need of documentation therefore is necessary before it will get lost forever or forgotten if not properly documented, analyzed and disseminated. Knowledge gained but is unavailable to others is wasted <https://digitalcommons.unl.edu/libphilprac> (2017).

The Philippines is still primarily an agricultural country of which most citizens still live in rural areas and support themselves through agriculture. Filipino farmers still use traditional way of farming because of its benefits in sustaining the capacity of the soil to produce healthy and organic crops using available resources. This is the type of farming that prevailed in the Philippines before the coming in of mechanized and chemical farming. However, some of these indigenous or traditional farming practices still remained undocumented particularly within the upland communities.

This local knowledge developed in the community through time is very important in achieving sustainable agriculture and food security. It’s essential in maintaining farm productivity, efficiency and profitability in the long run, without depleting the natural resources and the environment. It is therefore imperative to create awareness and bring critical issues relating to the documentation and dissemination of agricultural indigenous knowledge to the policy makers so that its potentials can be harnessed to achieve sustainable food production to combat food crisis.

Documentation is one of the means of preserving indigenous knowledge for posterity, national growth and sustainable development. Access to relevant information has been documented as crucial to the economic, political, and social well-being of any community. It is believed that indigenous knowledge has much to offer and teach the world at large and only by research and documentation can

it be preserved and made available to development workers worldwide.

Since agroforestry practices within the Municipality of Rizal, Kalinga remained undocumented as observed and witnessed by the author himself being a resident, prompted him to document these practices particularly agroforestry farming within Kinama, Rizal, Kalinga before these practices disappear or vanish that will curtail knowledge growth.

Further, the study will serve as baseline information on the agroforestry farming practices adopted by the farmer-respondents that can be used by researchers, extensionists and policy makers on the identified strength, weaknesses, and opportunities as reference in improving and addressing the needs of the farmer-adopters to pursue sustainable agroforestry farming among the people of the municipality of Rizal, Kalinga and other interested individuals and neighbouring communities.

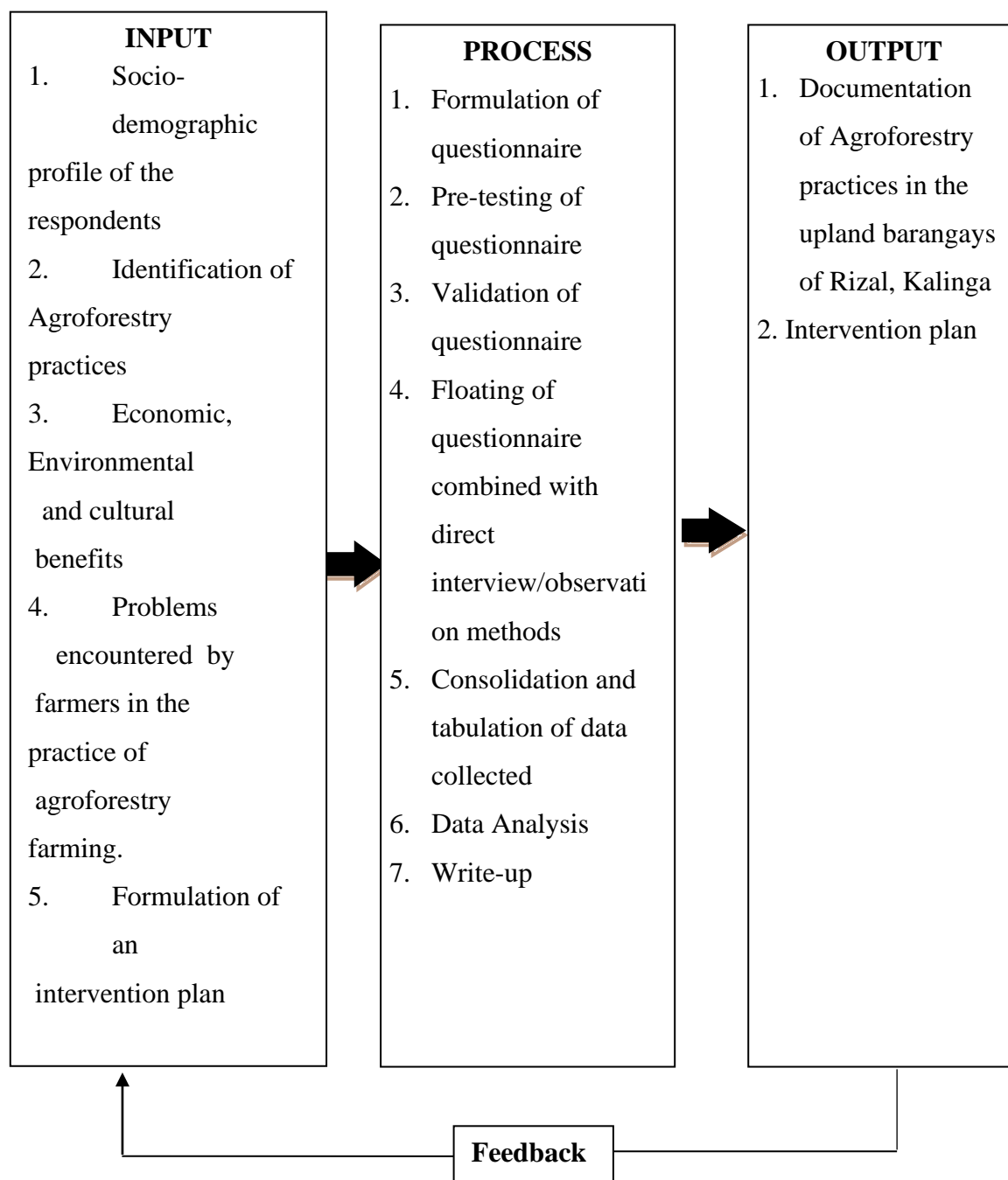


Fig. 1. Framework of the Study. This study will be guided by the Input-Process-Output (IPO Model) (Fig. 1) for the documentation of agroforestry practices among upland

farmers in Rizal, Kalinga. It was conceptualized to address the need of the upland farmers and evaluate their agroforestry farming practices. The input of study includes

the socio-demographic profile, identification of agroforestry practices, economic and environmental and cultural benefits of agroforestry and the problems encountered by the farmers in the practice of agroforestry farming.

The process involved the formulation of questionnaire, pre-testing and floating of questionnaires combined with direct interview and observation method, survey and presentation of data gathered and the analysis of data.

The outputs were the documentation of agroforestry practices adopted in the upland barangays of Rizal, Kalinga and a proposed/recommended intervention plan.

Statement of the Problem

Generally, the study aimed to document the Agroforestry practices in Kinama, Rizal, Kalinga.

Specifically, it aimed to answer the following questions:

1. What are the socio-demographic profile of the respondents?
2. What are the identified agroforestry practices in Kinama, Rizal, Kalinga?
3. What are the economic, environmental and cultural benefits of agroforestry farming practices adopted by farmers?
4. What are the problem encountered by farmers and the perceived solutions in the practice of agroforestry?
5. What is the correlation analysis between the following?
 - a. income and educational attainment; and
 - b. income and years of agroforestry practice.
6. What is the recommended intervention plan to be designed to have sustainable agroforestry farming practices in the Kinama, Rizal, Kalinga?

Significance of the Study

This study sought to provide additional information to the farmers for good quality farming. This will also provide the municipality baseline information on the farmers who are practicing agroforestry farming. The result of this study will serve as the baseline data and information for researchers, extension agents and policy makers to improve agroforestry practices among the people in the Municipality of Rizal, Kalinga.

Scope and Delimitation of the Study

The study focuses on the Agroforestry Practices in Kinama Rizal, Kalinga: economic, environmental and cultural benefits of agroforestry farming practices adopted by farmers and recommended intervention plan to be designed to have sustainable agroforestry farming practices in the Kinama, Rizal, Kalinga.

II. REVIEW OF RELATED LITERATURE

According to Obura, (2018), the basic component of any country's agricultural knowledge system is its agricultural indigenous knowledge (AIK) that encompasses the skills, experiences and insights of people, applied to maintain or improve their livelihood. Many authors have recognized AIK as an important source of developmental information (Anyira, 2010) and have recommended its proper documentation and dissemination for sustainable agricultural development.

Kudakwashe & Gift, (2013) also consider traditional indigenous /agricultural knowledge as a knowledge that is unique to a given culture, community or society that is different from the knowledge learned from formal institutions. It encompasses all aspects of life, such as the management of natural environment. It forms the basis of survival for the people who own the knowledge. Moreover, IK and practice are usually unwritten relying on oral transmission and human memory, therefore, the importance documentation (Abebayo and Adeyemo, 2017). Additionally, is its scientific validity because modern agriculture could learn a lot from it (Zaid and Egberongbe, 2011). It is believed that indigenous knowledge has much to offer and teach the world at large and only by research and documentation can it be preserved and made available to development workers worldwide.

According to Fransen (2020), Agroforestry is an economically and ecologically sound practice that incorporates cultivation, conservation and tree planting alongside crops or livestock farming. Agroforestry practices come in many forms but fall into two groups- those are sequential, such as fallows, and those that are simultaneous, such as alley cropping (Leaky, 2017). In particular, agroforestry is crucial to small holder's farmers and other rural people because it can enhance their food supply, income and health. It is a multifunctional system that can provide a wide range of economic, sociocultural and environmental benefits (FAO, 2015). Agroforestry is likened to a principle that is well accepted by many forest and hill-side farmers in tropical regions (Luna, 2018). It increases or sustains productivity while maintaining the ecological stability of the environment (Gacutan, 2012). According to Gangadharappa et al. (2003), the

approximate annual returns of one acre of agroforestry plot is averaging of \$ 800 or Rs 31466.20 which is much profitable than any traditional crop.

Agroforestry systems have the potential to address both food insecurity and carbon mitigation goals. Agroforestry is a system in which trees and different crops are merged together in the same area for net economic return to farmers. Agroforestry has been identified as a potential greenhouse gas mitigation and afforestation approach under the Kyoto protocol. Average carbon storage by agroforestry system is estimated at 9, 21, 50 and 63 Megagrams C/ha/year in semiarid, sub-humid, humid and temperate regions respectively (Yasin et al. 2019). Agroforestry also strengthens farmers' adaptive capacity to counter climate change impacts by building more resilient agricultural systems and diversifying income sources. Also importantly to farmers, agroforestry contributes to food security by providing multiple products and benefits to farmers such as food, fodder and shade for livestock, timber and renewable wood energy.

Agroforestry is an intensive land management system that integrates trees into land already used for crop and animal farming. It is an important approach to improve the environmental, economic, and social benefits of complex social-ecological systems in the Asia-Pacific region (Shinet al., 2020).

Agroforestry bridges the gap that often separates agriculture and forestry by building integrated systems that address both environmental and socio-economic objectives. Agroforestry can improve the resiliency of agricultural systems and mitigate the impacts of climate change (Brownet al.,2018).

Interactions between trees and other components of agriculture such as livestock, fishery and aquatic species is important at a range of scales: in fields (where trees and crops are grown together), on farms (where trees may provide fodder for livestock, fuel, food, shelter or income from products, including timber) and landscapes (where agricultural and forest land-uses combine in determining the provision of ecosystem services(SEARCA,2021).

Finleyet al. (2018) cited that one of the agroforestry systems such as intercropping can be used to increase crop yields through resource partitioning and facilitation in addition to achieving greater productivity.

To improve the livelihood and nutrition status of the people of the Philippines and the world as well, the viable agricultural solution to this problem is to adopt the practice of agroforestry systems. Agroforestry is the combination of agriculture and forestry practices within a farming system. It involves the combination of trees and crops that increase the medicinal, environmental, and

economic value of land with much profit and food security (Sobola et al., 2015).

Among the agroforestry systems that would be an effective tool to solve the problems mentioned above is the practice of intercropping.

Few studies have been conducted to examine the benefits of adopting agroforestry technologies; however, of the studies conducted, the results show that there are significant benefits for land owners adopting agroforestry. This premise is supported by Jacobson and Kar (2013), who conducted a similar study and reported "A review of the literature on agroforestry extension adoption in the United States finds only a few examples".Furthermore, limited-resource farmers are faced with the challenge of making their farm business economically viable,

III. METHODOLOGY

Locale of the Study

The study was conducted at Kinama, Rizal, Kalinga from November to December 2022.

Research Design

The descriptive statistics such as mean, frequency counts and percentage will be used in this study. A structured interview will be utilized to gather relevant data. Likewise, field observation and documentation will be employed in this study.

Respondents of the Study

The respondents of the study were the Agroforestry farmers particularly in Kinama, Rizal, Kalinga.

Instrumentation

Prior to the conduct of this study, request letter was sent to the Barangay Captain of Kinama, Rizal, Kalinga for permission and assistance in the conduct of the study. Survey questionnaire will be the main instrument of the study.

To ensure reliability and validity of the questionnaires, pre-testing will be done at barangay San Francisco, Rizal, Kalinga with eight farmers as respondents which were no longer considered in the identification of respondents. A structured questionnaire and interview schedule will be done to collect data in this study. The questions that are hard to be understood by the respondents will be translated to local dialect by the researcher during the interview to facilitate the discussions and encourage more responses from the farmers. After the interview, actual field visitation was conducted for validation vis-à-vis the collected information provided by

the respondents. Observations will be done to take note of the practices adopted by the agroforestry farmers. Sample photos were taken from the agroforestry farms of the farmers serve as pieces of evidence on the type of agroforestry farming practices adopted by the respondents.

The data to be collected were as follows: 1. socio-demographic profile of respondents; 2. identification of the agroforestry farming practices of the respondents; 3. economic, environmental and cultural benefits of agroforestry and; 4. problems encountered by the respondents in agroforestry farming practices.

Data Gathering Procedure

The study was a descriptive research design. Face-to-face interviews with the respondents will be conducted using the interview guide questionnaire. The content of the questionnaire survey is the level of awareness and their practices pertaining to the solid waste

management and the effectiveness of campaigns and program of the Local Government Unit. It was explained to the respondents before answering. The purpose of the interview was to verify the information that the respondents will give about:

- A. Level of Participation/Involvement of Respondents to the CBFM Activities
- B. Degree of Seriousness of the Problems Encountered by the Respondents

Actual observations and site visits will be done to validate the answer of respondents.

Data Analysis

The data collected/gathered were tallied, tabulated and analysed using the descriptive statistics such as frequency counts, mean and percentage.

The following rating scale and descriptive equivalent will be used:

A. Numerical Values, Range of Values and Descriptive Rating on the Benefit of Agroforestry Farming Practices adopted by the Respondents.

Numerical Values	Range Values	Descriptive Rating
5	4.20 – 5.00	Very Highly Adopted
4	3.40 – 4.19	Highly Adopted
3	2.60 – 3.39	Moderately Adopted
2	1.80 – 2.59	Fairly Adopted
1	1.00 – 1.79	Not Serious

B. Numerical Values, Range of Values and Descriptive Rating on the Degree of Seriousness of the Problems Encountered by the Respondents.

Numerical Values	Range Values	Descriptive Rating
5	4.20 – 5.00	Very Highly Serious
4	3.40 – 4.19	Highly Serious
3	2.60 – 3.39	Moderately Serious
2	1.80 – 2.59	Fairly Serious
1	1.00 – 1.79	Not Serious

IV. RESULTS AND DISCUSSIONS

This section presents the findings, interpretation, analyses of data gathered from the respondents of the study. It includes the socio-demographic profile of such as gender, age, civil status, ethnicity, land tenure, number of years in agroforestry farming, income from agroforestry

farming. It also includes farm profile such as farm size, farming practices, components of agroforestry system, problems encountered and correlation analysis between income derived from agroforestry farming to educational attainment and number of years in farming.

Table 1. Frequency Distribution of Respondents by Socio- demographic Profile

Profile	Frequency (f)	Percentage (%)
1. Gender		
Male	77	75.49
Female	25	24.51
Total	102	100.00
2. Age		
41-50	37	36.27
31-40	29	28.43
51-60	24	23.53
21-30	6	5.88
61 years & Above	6	5.88
Total	102	100.00
3. Civil Status		
Married	98	96.08
Widower	4	3.92
Total	102	100.00
Profile	Frequency (f)	Percentage (%)
4. Educational Attainment		
Elementary Level	44	43.14
High School Level	32	31.37

Continuation of Table 4

Profile	Frequency (f)	Percentage (%)
College level	11	10.78
High school graduate	6	5.88
Elementary graduate	5	4.90
College graduate	4	3.92
Total	102	100.00
5. Ethnicity		
Kalinga	89	87.25
Ilokano	9	8.82
Igorot	2	1.96
Itawes	2	1.96

Total	102	100.00
6. Tenure of Land		
Owner operator	102	100.00
Total	102	100.00
7. Number of Years in Agroforestry Farming		
6-8 years		
5 years & below	50	49.02
9 years & above	46	45.10
Total	6	5.88
8. Farm Size Devoted to AF Farming	102	100.00
1-5 ha.		
	64	62.75
	33	32.35
Below 1 ha.	5	4.90
11 ha. And above	102	100.00
Total		
Farm Size Devoted to AF Farming		
1-5 ha.	64	62.75
Below 1 ha.	33	32.35
11 ha. And above	5	4.90
Total	102	100.00
9. Monthly Income		
3,000 & below	85	83.33
3,001-5,000	10	9.80
9,001 & above	4	3.92
5,001-7,000	2	1.96
7,001-9,000	1	0.98
Total	102	100.00

Continuation of Table 4

Profile	Frequency (f)	Percentage (%)
10. Farming Income before AF Farming		
3,001- 5,000		
9,001 & above	30	29.41
5,001-7,000	29	28.43
3,001 & below	23	22.55
7,001- 9,000	18	17.65

Total	2	1.96
	102	100.00
11. Farming Income During AF Farming		
9,001 & above	38	37.25
3,001-5,000	26	25.49
5,001-7,000	21	20.59
3,000 & below	12	11.76
7,001- 9,000	5	4.90
Total	102	100.00
12. Other Sources of Income		
Laborer	4	3.92
Store owner	3	2.94
Gov't worker/official	3	2.94
None	2	1.96
Carpentry	102	100.00
Total		
13. Distance of e Households to the Farms		
1-2 km		
Less than 1 km	54	52.94
3-4 km	20	19.61
7 km & above	20	19.61
5-6 km	7	6.86
Total	1	0.98
	102	100.00
14. Source of Capital used for AF Farming		
Loan		
Cooperatives		
Friends	75	73.53
Self-financed	2	1.96
Total	25	24.51
	102	100.00

The salient findings of the study were the following:

Most of the respondents (75.49%) were males while 24.51% were females. Many of the respondents (36.27%) belonged to the age bracket of 41 to 50 years and almost all (96.08%) were married.

Many (43.14%) of the respondents have elementary education, some (31.37%) have high school

education and few have attained college education (10.78 %), 5.88% are high school graduates, 4.90% graduated from elementary, and 3.92% graduated from college.

Almost all (87.25%) of the farmer-respondents are Ikalingas and owner operators of the farms they are tilling. Less than half (49.02%) of the farmers have 6 to 8 years of farming experience. A great majority of the respondents (62.75%) were cultivating 1 to 5 hectares of

land, while 32.35% have size less than one hectare and few (4.9%) have above 10 hectares.

Almost all (88.24%) of the farmer-respondents were laborers and (83.33%) earned a monthly income of Php 3,000.00 and below while some (29.41%) of the respondents earned Php 3,001 to Php 5,000 before engaging in agroforestry farming. Many (37.25%) earned Php 9,001 and above, and some (25.49%) earned Php 3,001 to Php 5,000 during the adoption of agroforestry practices.

On the distance of their households their farms, majority (52.94%) reside within 1 to 2 kilometers while few (0.98%) reside within 5 to 6 kilometer distance.

A great majority (72.55%) of the farmers were members of cooperative while some (27.45%) were members of the Federation of Farmers. A great majority (73.53%) of the respondents borrow their capital from cooperative; few (24.51%) were self-financed and only 2 borrow from their friends.

Almost all (96.08%) of the respondents practiced multi-storey farming planted with trees composed of yemane, mahogany, mango, citrus, rambutan, lanzones and coffee. The integrated crops are pigeon pea, banana, corn and eggplant.

In terms of economic benefits that are derived from agroforestry farming practices, it is observed that the farmer-respondents are moderately benefited with a mean of 3.04. The respondents rated source of food as the highest followed by the source of lumber and construction materials, sources of fuel wood, income, green manure/soil fertility, feed/fodder for the animals, and source of herbal medicine which was rated the lowest.

On the environmental benefits of agroforestry farming practices, the respondents claimed to be moderately benefited with a mean of 3.35.

Soil erosion control as a function/benefit of agroforestry was claimed the highest with a rating of 3.60 because of its protective function in minimizing the occurrence of soil erosion brought about by strong typhoons and heavy rains during wet season; followed by flood and drought control, carbon sequestration, improvement of water quality, climate amelioration, soil formation and fertility improvement, biodiversity conservation, increase water quantity, and control of pest and disease. Meanwhile, the increase in crop production was rated the lowest due to the large population of trees present in their multi-storey farms that limited the space allotted for crop production.

The farmer-respondents were fairly benefited in terms of cultural benefits with a mean of 2.33. Landscape

improvement was rated the highest because of the presence of diverse species of trees and crops planted in their farms that obviously improved the physical aesthetic feature of their farms.

Results showed that the degree of seriousness of the overall problems/constraints encountered by the farmer-respondents was fairly serious with a mean of 2.26. However, poor location was rated as the highest, followed by forest fire, erratic weather conditions, lack of infrastructure, slow delivery of support services, lack of farming skills and distance of farm to household which were all considered moderately serious, while the rest were claimed fairly serious except the non-ownership of land and unstable tenure status which is not serious and rated as the lowest because the farmers were themselves owner operators of their farms.

From the findings of Solomon (2019) and Ninh (2021), higher education contributes to productivity/output. This claim conforms to the reports of researchers to include educational attainment as an explicit determinant of agricultural output (e.g. Vollrath, 2007; Asadullah and Rahman, 2009; Reimers and Klasen, 2013; Wouterse, 2016; Wouterse, F. and Badiane, 2019). Moreover, Onwubuya (2005) stated that highest agricultural productivity depends primarily on the education of the rural farmers to understand and accept the complex scientific changes that are difficult for the uneducated rural farmer.

Ethnicity

Almost all (89 or 87.25%) of the respondents are IKalingas, few (8.82%) are Ilokano and 1.96% each for Igorot and Itawes. This implies that upland agroforestry farmers in Rizal, Kalinga are dominated by Ykalingas.

In the article on the importance of ethnicity in the depletion of the forest resources in the Sierra Madre (northeast Luzon, Philippines), it argues that ethnically highly diverse population living on the forest edge shows little variation in the exploitation of available resources. ethnic groups seem to be engaged in the same kind of activities irrespective of their cultural background. However, once resources become scarcer and the population is offered opportunities for community forestry, ethnicity becomes a highly relevant factor for the future management of diminishing resources (Schlesing & Munishi, 2020)

Land Tenure Status

All (102 or 100%) of the respondents are owner operators of the land they are cultivating. This implies that land tenure is not a problem in the upland barangays of Rizal, Kalinga.

Land tenure is the relationship, whether legally or customarily defined among people as individuals or groups with respect to land. It is an institution, i.e., rules invented by societies to regulate behaviours. Rules of tenure define how property rights to land are to be allocated within societies. They define how access is granted to rights to use, control, and transfer land, as well as associated responsibilities and restraints. In simple terms, land tenure systems determine who can use what resources for how long, and under what conditions. Land tenure is an important part of social, political and economic structures. It is multi-dimensional, bringing into play social, technical, economic, institutional, legal and political aspects that are often ignored but must be taken into account (FAO, 2015).

Land tenure distribution has been a salient issue in the Philippines for decades. In recent years, population growth and degradation of productive land has led to increased stress and tensions between smallholder farmers, wealthy landlords and the state. Philippines, as agriculture is an essential livelihood, and difficult access to land tenure is correlated with poverty, which is a mainly rural phenomenon (ADB 2009; Boras; Tadem, 2015). Farmers protest to obtain rights to land has often been met with violence from landlords and security forces.

In connection to land tenure issues contributing to deforestation, degradation of the environment, lowering of carrying capacities of soils, poaching and extinction of wild biotic resources, the Comprehensive Agrarian Reform Program was implemented in 1988 to promote a more equitable distribution of land and improve productivity. Although the reform contained more favourable provisions for farmers, its success is still being debated after its completion in 2014 (Asia: Land and Foods, n.d.).

Idoma and Ismail (2014) have also suggested that inalienability, insecurity of tenure system, land fragmentation and atomization of holdings due to customary law of inheritance have been responsible for the growing small scale and subsistence farming systems which no longer meet the food and industrial demand of the present growing population. Further, the lack of secure access to land is closely linked to poverty, especially in rural Philippines.

Number of Years in Agroforestry Farming

Almost half (49.02%) and 45.10% of the respondents were engaged in agroforestry farming from six to eight years and five years below, respectively, only few (5.88%) were engaged for more than nine years. This implies that most of the upland agroforestry farmers adopt agroforestry farming during the implementation of the Integrated Natural Resources and Environmental Management Project (INREMP) which was mentioned

during the interview. This is a seven year project of the Asian Development Bank (ADB) being implemented by the Department of Environmental and Natural Resources. (DENR).

Farm Size Devoted to Agroforestry Farming

In terms of farm size, most (62.75%) were tilling 1 to 5 hectares. Many (32.35%) of them were tilling less than one hectare and the rest (5 Or 4.9%) were tilling above 10 hectares. The average farm size devoted to agroforestry by the farmer-respondents is 2 hectares which is higher than the farm size devoted in agroforestry in Ifugao which is less than a hectare (Latap, 2015). This means that farmers had enough area allocated for agroforestry farming.

In the statement of Noack and Larsen (2019), increasing farm size reduces the output per unit of land but larger farms have higher output per unit of labor. Further income fluctuations decline with increasing farm size while the risk of aggregate production increases with increasing farm size and the effects can be large. In addition, they that indicated that while output per unit of land does decline with increasing farm size as suggested by previous literature, agricultural incomes increase with farm size, the variance of local food production increases with farm size. This suggest that farmers benefit from larger farms, earning higher and more stable incomes while consumer suffer from lower and more volatile food supply.

While there is an inverse relationship between land productivity and farm size, there is a direct relationship between labor productivity and size. Analysis of the farm size and productivity relationship using labor productivity suggests that larger farms are more productive than their smaller counterparts (Helfand and Taylors, n.d.).

Monthly Income from Other Sources

Almost all (83.33%) of the respondents earned a monthly income of Php 3,000 and below, few (9.80%) earned Php 3001 to Php 5000, 3.92% earned Php 9,000 and above, 0.98% to 1.96% earned Php 5,001 to Php 7,000 and Php 7,001 to Php 9,000 respectively. Results indicate that their low income could hardly sustain the basic needs of their family. However, respondents have other sources of income (as labourers) to sustain their living.

Monthly Income before Adopting Agroforestry Farming

In terms of farming income before adopting agroforestry, many (29.41%) of the respondents earned Php 3,001 to Php 5,000, 28.83% earned Php 9,001 and above, 22.55% earned Php 5,001 to Php 7,000, 18 or

17.65% earned Php 3,000 and below, and the rest (1.96%) earned Php 7,001 to Php 9,000.

Monthly Income after Adopting Agroforestry Farming

Many (37.25%) of the respondents earned Php 9,001 and above, 25.49% earned Php 3,001 to Php 5,000, 20.59% earned Php 5,001 to Php 7,000, 11.76% earned Php 3,000 and below, and the rest (4.90%) earned Php 7,001 to Php 9,000. These results show that their income increased when the farmers adopted agroforestry farming. Studies showed that agroforestry practices were able to generate more income and increased the standard of living through integrated farming system (Muza et al., 2019; Dahlan & Kamal, 2014).

In conformity to this report, Gangadharappa et al. (2003), stated that farmers were found earning at an average of \$800 or Rs. 31466.20 every year from one acre of agroforestry plot which is much profitable than any traditional crop. The farmers were also able to save surplus money in the bank, which is a healthy sign of economic sustainability. He further reported that agroforestry is found to be the most desirable strategy for maintaining social, economic and ecological sustainability in India. This findings prompted them to conduct a study in India to investigate the following: the perception and attitude of farmers towards agroforestry; the crop diversity maintained in agroforestry; the adoption level of agroforestry practices; and the ecological impact of agroforestry on the farmers. As a result of their investigation, findings was found to be significant on social, economic and ecological conditions of the farmers. Among the social parameters celebration of festivals, migration and communication exposure were found to contribute more to the total impact of agroforestry on farmers. While among the economic parameters, family income, livestock possession and employment status were found to contribute more to the total impact of agroforestry on farmers. They concluded that agroforestry has brought improvement in socio-economic and ecological conditions of farmers by generating employment, increasing family income, enhancing the crop diversity and reducing dependency on natural forest. Therefore, development agencies can use the success story of agroforestry to stimulate other farmers to attain both natural resources and socio-economic sustainability.

Relative to the above findings on agroforestry practices (Desmewati et al., 2021) of Parungpanjang FASP, reported that although it contributed to the income of group members, however, the effects were found still imbalanced which were influenced by the types of plant cultivated, motivation and skills, and age relative ability to manage land. Based on the results of their regression analysis, age and land area were the two agroforestry

factors that influence farmer's income. They suggested therefore, that in order to sustain the contribution of agroforestry system to the farmer's income in the Parungpanjang FASP, it is necessary to increase land productivity by assessing profitable intercropped plant types in corresponding soil or land characteristics and minimum requirements of physical treatments. Furthermore, FTSTRDC need to strengthen the capacity of farmer's group members by facilitating technical capacity for training of good agricultural practices, including facilitating the business model and market network of agroforestry products.

Distance of Households to Farms

Majority of the respondents (52.94%) lived within 1 to 2 kilometers from their farm, 19.61% each lived in less than a kilometre and 3 to 4 kilometres, 6.86% lived in 7 kilometers and above, and 0.98% lived in 5 to 6 kilometers away from the farm they till. Living within reach to the farm affords a farmer closer supervision as well as immediate attention and action on any need that may suddenly occur. Time, effort and money that are otherwise wasted unnecessarily due to distance are spared for more profitable pursuits.

Membership to Organization

Most (72.55%) of the respondents are members of cooperative and the rest (27.45%) are members of Federation of Farmers. The result indicates that the farmer-respondents have a positive concept on the role and benefit provided by joining organizations hence, their willingness to participative or to register as members of the organization within their community.

In agreement to the importance of farmer's organization, (Penunia, 2021) claimed that farmers' organizations (FOs) are essential institutions for the empowerment, poverty alleviation and advancement of farmers and the rural poor. Politically, FOs strengthens the political power of farmers, by increasing the likelihood that their needs and opinions are heard by policy makers and the public. Economically, FOs can help farmers gain skills, access inputs, form enterprises, process and market their products more effectively to generate their incomes. By organizing, farmers can access information needed to produce add value, market their commodities and develop effective linkages with agencies such as financial service providers, as well as output markets. FOs can achieve economies of scale, thereby lowering costs and facilitating the processing and marketing of agricultural commodities for individual farmers. Marketing-oriented FOs can assist their members purchase inputs, equipment, meet quality standards and manage the drying, storage, grading, cleaning, processing, packaging, branding, collection and

transportation of produce. In this way FOs provide a more reliable supply to buyers and sell larger quantities at higher prices. Organized farmers have greater bargaining power than individuals and are better able to negotiate with other more powerful market players to ultimately increase the profits that accrue to farmers rather than intermediaries and buyers. The role of farmers' organizations is to empower and promote the leadership of rural women.

Moreover, farmers' organization play an important role to help members increase their access to supports of information, capital, and technology; bring benefits to members; and partly promote production, enhance productivity, and increase income (Vu, Ho & Hoi Le, 2011).

Source of Capital used for Agroforestry Farming

Most (73.53%) of the respondents borrow their capital from cooperatives, 24.51% self-finance, and 1.96% borrow from their friends. Result implied that the respondents have insufficient capital to use in their farming activities due to their minimal income (Table 2).

As commonly observed, most small farmers borrow money for the requirement of capital. They borrow money from large farmers or traders that they supply various raw materials for cultivation of land or moneylenders within the village. These moneylenders charge a high rate of interest on the amount borrowed. More specifically, capital can be the money that companies use to buy resources, as well as the physical assets companies use when producing goods or services, such as

factories and machinery. Capital is an important factor of production because it allows labor and land to be purchased.

The difficulties faced by small farmers due to lack of capital include the following: the small farmers are not able to do work properly; they don't have enough money to pay taxes; and as we all know that today's time the farmers need more capital than before to increase their crop production. They are not able to do farming properly because of lack of less land.

Without working capital, farms cannot reinvest in their crops. Farmers are then not able to pay out their employees, nor will they invest in new and reliable equipment. Farms are an industry in which having money leads to making money, and not having money makes it impossible to continue generating revenue. A working capital loan makes it possible for a farm to remain open during lean times and eventually recover. Even though having strong working capital is essential to farm business, many of them struggle to maintain this buffer. Even when working capital is achieved, it can be wiped out by issues as they arise (My company, n.d.).

Agroforestry Farming Practices Adopted

The agroforestry farming practices adopted by respondents is presented in Table 5. Almost all (96.08%) of the respondents adopted multistorey system, 1.96% adopted intercropping and the rest adopted silvopasture and windbreak.

Table 2. Agroforestry Farming Practices Adopted by the Respondents

Agroforestry Practices	Frequency (f)	Percent (%)	Rank
Multistorey	98	96.08	1
Intercropping	2	1.96	2
Silvopasture	1	0.98	3
Windbreak	1	0.98	3
Total	102	100.00	

The results imply that the farmers were knowledgeable in multistorey agroforestry practices because of the multifarious benefits derived from it. They also observed that the more species they plant, the more harvest/products they could derive resulting to more income. This holds true to the findings of Sharma et al. (2020), that multi-storied cropping is found to be sustainable productivity by which natural resources are utilized efficiently to enhance productivity of the main

crop (15-20%) and high revenue realization per unit area (50-90%).

Components of Agroforestry Farming Practices

Table 2a shows that Narra (*Pterocarpus indicus*), yemane, acacia, mango, citrus and rambutan were the major trees used, while pigeon pea and banana were the major agricultural crops integrated in their multi-storey farm. Farmers did not integrate livestock because of the fear that their animals will only graze and destroy their

trees and crops which they have mentioned during the interview.

Table 2a. Components of Agroforestry Farming Practices Adopted by Respondents

Components of Agroforestry Practices	Frequency N=102	Percent (%)
Forest Trees		
Yemane	102	100.00
Mahogany	48	47.06
Fruit Trees		
Mango	99	97.06
Citrus	97	95.10
Rambutan	85	83.33
Lanzones	56	54.90
Coffee	5	4.90
Crops		
Corn	27	26.47
Pigeon pea	92	90.20
Eggplant	2	1.96
Banana	92	90.20
Livestock		
Cattle	3	2.94
Carabao	1	0.98

According to Fern (2022), yemane tree has suitable characteristics for agroforestry, with fast growth, ease of establishment, and relative freedom from pest outside its natural range. It is an especially promising fuelwood species and can be intercropped with crops like maize and cassava which has been found beneficial in increasing the simultaneous production of wood and food. It is also used as windbreak and as a hedge.

Benefits of Agroforestry Farming Practices Adopted by the Farmers

Table 3 shows the economic, environmental and cultural benefits of agroforestry farming practices adopted by the farmers. On the general benefits derived from agroforestry farming, the environmental aspect was rated the highest with a mean of 3.35 (highly benefit) followed by economic benefit with a mean of 3.04. The cultural aspect was the least rated with a mean of 2.33 (fairly benefited).

The environment benefit was observed and was claimed to be favored by the upland farmer-respondents because somehow, it was able to address their problem on

soil erosion which is experienced particularly during rainy season and the occurrence of typhoons. These benefits observed reflect the protective function of agroforestry.

Considering the other aspects under the environmental benefits, soil erosion, flood and drought control, carbon sequestration and improvement of water quality were rated highly benefited with means of 3.60, 3.51, 3.50, and 3.43 respectively. This is the reason why they have adopted the multi-system because the forest trees and fruit trees they have planted had addressed their problems on soil erosion, drought and flood which were attributed to the multi-functions of trees in their upland farms. This result also conforms to the claim of Sharma et al. (2020), that multi-storey cropping reduces the impact of hazards like soil erosion, flood and landslide. Additionally, she reported that it can also sequester carbon over pure stands; that the presence of cover crops will also enhance the soil carbon content, thus participating in climate change mitigation; and likewise improves soil health and soil fertility, reduce weed, pest and disease, enrich biodiversity, and maintain ecological balance.

Table 3. Benefits of Agroforestry Farming Practices Adopted by the Respondents

Benefits of Agroforestry Practices	Mean	Descriptive Equivalent
A. Economic Benefits		
1. Source of food	3.43	Highly Benefited
2. Source of feed/fodder for animal	2.68	Moderately Benefited
3. Source of herbal medicine	2.56	Fairly Benefited
4. Source of lumber and construction materials	3.37	Moderately Benefited
5. Source of fuel wood		
6. Source of income	3.37	Moderately Benefited
7. Source of green manure/	2.97	Moderately Benefited
Soil fertility	2.84	Moderately Benefited
Mean		
B. Environmental Benefits	3.04	Moderately Benefited
1. Climate amelioration		
2. Improvement of water quality	3.37	Moderately Benefited
3. Pest and disease control	3.43	Highly Benefited
4. Flood and drought control	3.25	Moderately Benefited
5. Increase water quantity	3.51	Highly Benefited
6. Increase crop production	3.32	Moderately Benefited
7. Soil erosion control	2.91	Moderately Benefited
8. Soil formation and fertility	3.60	Highly Benefited
Improvement	3.37	Moderately Benefited
9. Carbon sequestration		
10. Biodiversity conservation	3.50	Highly Benefited
Mean	3.33	Moderately Benefited
C. Cultural Benefits	3.35	Moderately Benefited
1. Landscape improvement		
2. Historical consideration	3.07	Moderately Benefited
3. Spiritual consideration	1.87	Fairly Benefited
4. Aesthetic considerations	1.86	Fairly Benefited
Mean	2.51	Fairly Benefited
	2.33	Fairly Benefited

Legend:

4.20 – 5.00	Very Highly Benefited
3.40 – 4.19	Highly Benefited
2.60 – 3.39	Moderately Benefited
1.80 – 2.59	Fairly Benefited
1.00 – 1.79	Not Benefited

Furthermore, increased crop production was rated the lowest due to the large population of trees present in their multi-storey practice that limited the space for the production of agricultural crops. On the economic benefits, source of food was rated the highest with a mean of 3.43 (highly benefited) followed by the source of lumber and construction materials, source of fuel wood, source of income, source of green manure/soil fertility, source of feed/fodder for the animal which were rated were moderately benefited, The source of herbal medicine was the least with a mean of 2.56 (fairly benefited).

In terms of the cultural benefits, landscape improvement was rated moderately benefited and the rest such as historical, spiritual consideration and aesthetic values were rated fairly rated benefited. Nevertheless, the presence of the diverse species of trees and crops had contributed to the beauty and improved the total landscape of their agroforestry farms.

The results of the study on the benefits derived when adopting agroforestry practices agrees to the claim of (Zada et al., 2022), that agroforestry provides several benefits to the household like income, food, firewood and construction and improving not only the cultural, environmental but primarily the socio-economic needs of farmers (Gangahharappa et al., 2003).

Problems Encountered by the Respondents

Table 4 presents the problems as well as the degree of seriousness encountered by the respondents in their agroforestry farming practices.

On the farmers' problem such as low productivity, occurrence of pest/diseases, high cost of production, and seed quality were all rated fairly serious, while on the resource problems of farmers such

as small farm size, inadequate water availability, poor land quality (e.g. soil class, soil texture & soil type), were all rated fairly serious, while on poor location (e.g. access to market and other services), it was moderately serious,

and the non-ownership of land and unstable status (tenant) was rated not serious.

On Inadequate capital, poor access to credit and lack of financial assistance were rated fairly serious. On the institutional aspect, the lack of infrastructure and slow delivery of support services were both rated moderately serious.

In terms of other problems encountered by farmers such as distance of farm to the household, lack of skills in farming, erratic weather conditions, forest fire were rated moderately serious, while the technology of farming practices was claimed not sound which was rated fairly serious.

Additionally, on the overall problems experienced by farmers, results show that the problem on resources such as small farm size, non-ownership of land and unstable status (tenant), inadequate water availability, poor land quality (e.g. soil class, soil texture & soil type), and poor location (e.g. access to market and other services) were identified as highly serious problems that affected their adoption of agroforestry practices with a rated mean of 3.99. Despite that all of the farmer-respondents are owners of the land they are cultivating and have devoted 1-5 ha of land for agroforestry farming, they still face a problem in bringing or transporting their products to the market because of the long distance from the source of products to the market, particularly so when perishable products are transported.

The slow delivery of support services such as technical assistance, loans, farm inputs such as seeds, fertilizers and other planting materials were also identified as problems that brought about low productivity.

On the overall results as classified, it was observed that the problem on resources was the highest with a descriptive rating of highly serious followed by institutional linkages (moderately serious), while the inadequacy of labor, farmer's problem, and inadequate capital were rated fairly serious.

Table 4. Problems Encountered in the Adoption of Agroforestry Farming Practices Based on Classification

Classification	Mean	Descriptive Equivalent
A. Farmers Problem		
1. Low productivity	2.32	Fairly Serious
2. Occurrence of Pest/diseases	2.02	Fairly serious
3. High cost of production	2.33	Fairly Serious
4. Seed quality	1.96	Fairly Serious
Mean	2.16	Fairly Serious

Continuation of Table 4

C. Inadequate Labor 4

1. Low productivity of labor	2.27	Fairly Serious
2. Underutilization of farm labor	2.23	Fairly Serious
3. Limited opportunity of farm labor	2.26	Fairly Serious
4. Limited supply of family labor	2.34	Fairly Serious

Mean	2.28	Fairly Serious
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D. Inadequate Capital

1. Poor access to credit	1.88	Fairly Serious
2. Lack of financial assistance	1.98	Fairly Serious

Mean	1.93	Fairly Serious
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E. Institutional Linkages

1. Lack of infrastructure	2.69	Moderately Serious
2. Slow delivery of support services	2.67	Moderately Serious

Mean	2.68	Moderately Serious
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F. Other Problems

1. Distance of farm to the household	2.43	Moderately Serious
2. Technology of farming practices not sound	2.17	Fairly Serious
3. Lack of skills in Farming	2.60	Moderately Serious
4. Erratic weather condition	2.73	Moderately Serious
5. Forest fire	2.78	Moderately Serious

Mean

Grand Mean	2.54	Fairly Serious
	2.59	Fairly Serious

Legend:

4.20 – 5.00	Very Highly Serious
3.40 – 4.19	Highly Serious
2.60 – 3.39	Moderately Serious
1.80 – 2.59	Fairly Serious
1.00 – 1.79	Not Serious

Correlation Analysis

Table 5 shows the correlation analysis of income in agroforestry practices, educational attainment and years in agroforestry farming.

Table 5. Correlation Analysis of Income in Agroforestry Practices, Educational Attainment and Years in Agroforestry Farming.

		Income in Agroforestry farming
Income in agroforestry farming	Pearson's Correlation	1

	Sig. (2-tailed)	
	N	102
Educational attainment	Pearson's Correlation	0.058
	Sig. (2-tailed)	0.559
	N	102
Years in agroforestry farming	Pearson's Correlation	-0.065
	Sig. (2-tailed)	0.515
	N	102

Legend:

N – Number of respondents

Results show that there is no significant relationship of income in agroforestry to educational attainment and years in farming. Income in agroforestry farming and educational attainment is markedly low and negligible positive correlation, while income in agroforestry farming and number of years in farming is markedly low and negligible negative correlation. The results of this study contradicted the result of the study conducted by Iduma et al. (2020), that farmers with higher number of years of farming experience are likely to produce higher yield than those with fewer years of experience and those with better education have better chance of increasing their farm output especially when they bring the acquired knowledge they have acquired in their years of education to bare in their farming activities.

V. CONCLUSIONS

Based on the results of the study the following conclusions were drawn:

1. A great majority of the respondents were males and almost were married. Many belonged to the age group of 41 to 50 years old. In terms of educational attainment, many of the farmer-respondents have obtained elementary education and almost were Ikalings. All the respondents were owner operators, and engaged in agroforestry farming for 6-8 years. A great majority have 1 to 5 hectares devoted for agroforestry farming. Almost all of the respondents were not only owner operators but act as laborers in their agroforestry farms earning a monthly income of Php 3,000 and below (before adopting agroforestry practices). Some of them earned Php 3,001 to Php 5,000 and Php 9,001 and above. Many of the farmers earned Php 9,001 and above during the adoption of agroforestry practices. Majority of the respondents have 1 to 2 kilometer - distance from their households to their farms. To sustain their agroforestry farming activity, most

of them borrow their capital farming from cooperative present within their community.

2. Almost all of the farmers are engaged in multistorey farming with tree components of yemane, mahogany, mango, citrus, rambutan, lanzones and coffee. The agricultural crops that are integrated are pigeon pea, banana, corn and eggplant were the integrated/under shade crops used by the farmers.

3. In terms of benefits of agroforestry farming practices, the farmers claimed to be moderately benefited on economic and environmental benefits and they are fairly benefitted on cultural aspects.

4. The degree of seriousness of the overall problems/constraints encountered by the farmer-respondents is fairly serious.

5. Income derived from the adoption of agroforestry farming practices and educational attainment is markedly low and negligible positive correlation, while income from agroforestry farming practices and number of years engaged in agroforestry farming is markedly low and negligible negative correlation.

VI. RECOMMENDATIONS

Based on the above findings, the following recommendations are presented:

1. Agroforestry farmers should be technically and financially assisted to improve and arrive to a sustainable production and income.

2. Initiative should be considered among the community people and the government or non-government organizations via financial and technical assistance to equip or empower the farmers by conducting hands-on-training, seminars and capability building to pursue a more sustainable agroforestry production and improve the socio-

economic condition of the farmers in the upland barangays of Rizal, Kalinga.

3. Provision of post-harvest facilities and trainings in consideration to the lack of accessibility to farm and to market roads so as to preserve their perishable goods and not just go wasted.

4. Monitoring and fast delivery of support services such as planting materials and farm inputs such as fertilizers and pesticides be provided to address their problems on the occurrence of pests and diseases for a higher production.

5. And since there was an observed increase of income of upland farmers when they have engaged in agroforestry farming as compared to their income when they have not yet adopted agroforestry farming, would motivate or serve as a welcome opportunity and initiative in forging partnership between Local Government Units and the upland farmers of Kalinga in the provision of farm to market road to ease the burden of transporting their agroforestry products to the market particularly the perishable ones. It should be noted that agroforestry farming has become their source of livelihood and survival; hence, this should be one of the focus and concerns of the LGs as part of their plan of programs/projects.

6. Similar study must be conducted to determine the income generated from the tree species planted in their integrated multi-storey farms.

7. Formulate an intervention plan to appropriately address the problems encountered by the farmer-respondents in the pursuit of sustainable agroforestry farming in the upland barangays of Rizal, Kalinga.

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Language Anxiety among the Online Learners: A Sample from the Kalinga State University Laboratory High School

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Received: 18 Nov 2022; Received in revised form: 16 Dec 2022; Accepted: 23 Dec 2022; Available online: 31 Dec 2022

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Abstract— Identifying and addressing factors that can hinder learners from achieving ultimate language acquisition access is vital for educators, especially during this online platform. This study utilized the mixed methods design to examine the levels of language anxiety among the online learners and to solicit their thoughts on online learning platform. It focused on the experiences of the Junior High of Kalinga State University Laboratory High School who experienced online learning rather than modular learning. The 33-item Foreign Language Anxiety Scale (FLCAS) adapted from Park (2014) was utilized as a questionnaire administered online through a google form. Results revealed that the most prevalent language anxiety experienced by the respondents is fear of negative evaluation. Both males and females have a very high level of language anxiety. Moreover, it was found out that there is a significant relationship between sex, year level and the language anxiety among the respondents. The students also shared that they become independent learners because of online learning. They also highlighted that teachers' feedback in their outputs can guide and help them to be on the right track. These suggest a need to improve the learning environment and the pedagogical approaches being employed by teachers in the online context.

Keywords— Language Anxiety, Online Learners, Junior High School, Online Learning Platform

I. INTRODUCTION

With the onset of the worldwide pandemic, educational institutions adapted distance learning which has become a challenge to both teachers and students. Researchers continuously conducted studies to improve the teaching and learning process under this learning mode.

In the Philippines, schools under the Department of Education (DepEd) opted for modular learning to accommodate students from far-flung areas who struggle with connection. On the other hand, the Commission on Higher Education (CHED) adapted the flexible learning mode.

At the Kalinga State University, the google classroom is used as an online platform for delivering instruction. While all the public schools under the Department of Education adopted modular learning, the Laboratory High School of Kalinga State University conformed with the tertiary students. They are faced with the sudden shift to a flexible mode of learning.

Many claims that anxiety has increased noticeably because of online learning. This may be due to increased pressure on them because they have to learn the concepts and lessons posted by the teacher and meet the due dates for each activity.

As a language teacher, it was also an observation that many students refuse to use the target language when communicating, even on the online platform. In the group chat alone, it was observed that students were not sending any messages when the teachers required them to speak in English whenever they had to say or ask something. However, many send private messages to ask for clarifications or favor regarding the subject matter rather than sending their queries in the group chat. Perhaps these students are experiencing language anxiety, specifically fear of negative evaluation. They refuse to ask in the group chat where their classmates can read what they will be sending.

According to Brown (1994), language anxiety is related to feelings of unease, dissatisfaction, self-doubt, trepidation, or worry. Similarly, Horwitz, Horwitz, and Cope (1986) claim that language anxiety is made up of a combination of communication anxiety, test anxiety, and dread of unfavorable evaluation. Communication apprehension refers to students' worry when they are unsure how to communicate with others in the target language. On the other hand, test anxiety is the dread of failing an examination, while fear of negative assessment is the worry of being misunderstood or poorly judged by their classmates.

Since anxiety plays a significant effect on the success or failure of learning (Mae & Berowa, n.d.), language educators have long been interested in researching language anxiety as it can also be a barrier to learning (Elaldi, 2016). However, these studies were conducted in a face-to-face setting.

Hence, this study was conceptualized to help identify the language anxieties among the students within the online learning context. Furthermore, it solicited the thoughts and sharing of the students regarding online learning.

II. METHODOLOGY

Research Design

The study employed a quantitative-qualitative research design. This method was used to investigate the levels of English language anxiety among the online learners in the Junior High of KSULHS for the school year 2020-2021. Focus Group Discussion (FGD) was also employed to validate the results of the study.

Locale and Participants of the Study

The students of the Junior High in Kalinga State Laboratory High School for the school year 2020-2021 were the respondents of this study. It consists of 10 sections in all from Grade 7 to grade 10. Said respondents were chosen because they were the first students who experienced online classes due to the COVID-19 pandemic. The investigation included 126 respondents who took part in the survey questionnaire. They were composed of 98 females and 28 males.

Data Gathering Instrument

The 33-item Foreign Language Classroom Anxiety Scale (FLCAS) questionnaire adapted from Park (2014) was used to gather data from the respondents. The researcher modified the said questionnaire with the first part intended to collect personal information of the respondents.

Data Gathering Procedure

In pursuing this study, the following steps were undertaken:

1. Data were collected after the research project was approved by the Research Review Committee of the Kalinga State University;
2. The researchers sought consent from the respondents informing them that their responses in the questionnaire will be utilized in the study;
3. With the help of other language teachers, the questionnaire was administered online to the respondents through google form. A random conversation with teachers and students were also conducted;
5. The responses had undergone statistical analysis.

Data Analysis

Descriptive statistical tools were used to determine the respondents' levels of English language anxiety. Moreover, Pearson r correlation was used to determine the significant relationship between English language anxiety and sex and year level of the respondents.

III. RESULTS AND DISCUSSION

The mean was utilized in the statistical analysis of the data to establish the respondents' levels of English language anxiety. Adopted from (Mae & Berowa, n.d.) study, the following scheme was used to interpret the data.

Mean	Interpretation
4.20-5.0	Very high
3.40-4.19	High
2.60-3.39	Neutral
1.80-2.59	Low
1.0-1.79	Very Low

The mean was used to determine the most prevalent language anxiety among the learners. As shown in Table 1, fear of negative evaluation has the highest mean of 6.60 followed by communication anxiety with a mean of 5.08 revealing a level of very high language anxiety.

Table 1. Language Anxiety among Learners

English	Language	TOTAL
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Anxiety	Mean
Communication Anxiety	5.08
Test Anxiety	3.76
Fear of Negative Evaluation	6.60
Total	15.45

The result shows that students feel conscious of their teachers' and classmates' comments even in the online platform where they can just turn off their camera. This explains the researcher's observation that students opt to send their queries as private message to the subject teacher rather than sending them in the group chat. This means that they are afraid of what others will say especially that the teacher-researcher instructed them to speak in English as they communicate with the teacher or in the group chat.

The following accounts on the students' fear of negative evaluation:

Student1: 'Mabutengakbakakatawaan dak nu agEnglishak.' (I'm afraid they might laugh at me when I speak in English.)

Student4: 'Agdillaw da met gamen nu agkamali ta ti English.' (They mock at me whenever I commit mistakes in speaking the language.)

According to Elaldi (2016), students may experience fear of negative evaluation when the learning environment poses high expectations and standards. This implies that the teachers in KSULHS may have set high expectations that the students feel apprehensive that they may not be able to meet these expectations.

Therefore, teachers should strive to create a friendly learning environment in the online context where students feel unthreatened to express their selves. The activities given online should be encouraging to maintain an adequate level of anxiety. This idea is also supported by Na (2007) and Hashemi and Abbasi (2013). These authors asserted that the language learning environment should be friendly and not too formal. They state that "formal language classroom setting is a major source of stress and anxiety because of its demand to be more correct and clearer in using the target language".

During the Covid-19 pandemic in Chile, Paulina Sepu, Veda-Esobar, and Astrid Morrison (2020) found that the absence of interaction with students is the most unfavorable and demanding element, which may impede their professional development. They may not be able to gain real-life experience because this is not a true learning experience. Moreover, weak internet connection can

further cause anxiety among learners because of the poor connection between the teacher and the students.

Looking back on this study, the researchers believe it is essential since the limitations of the online learning system might generate anxiety in students and delay their progress.

Table 2. Language Anxiety as to Sex

Sex	Total Mean	Interpretation
Female	19.10	Very high
Male	5.67	Very high

This finding corroborates with the study of (Mae & Berowa, n.d.) which also showed male and female respondents from learners of ESL in Davao del Norte having the same level of anxiety. This may be because they are provided with almost the same experience and knowledge about English, especially that all of them come from the same school.

On the other hand, one teacher from the Laboratory High School shared, 'Sabalilattatibabbaepiman. Napaspasnek da. Uraykitanyu puro lallakidagitatawtawagantayupanggepproblemati grades da.' (Females are different when it come to their performance in learning. They are more focused. If you look at it, the males are the ones who have problems in their grades.) These statements support the investigation of Cui (2011) which states females are less anxious than the males because females have always been considered as more adept in language learning than males as they consistently outperform males in English exams. They are considered as more competent; thus, more confident in their ability in learning the language.

Table 3. Language Anxiety as to Grade Level

Grade Level	Total Mean	Interpretation
Grade 10	9.67	Very high
Grade 9	4.79	Very high
Grade 8	3.67	High
Grade 7	6.64	Very high

The table shows an increase in level of language anxiety from Grade 8 to Grade 10, with Grade 10 having the highest mean of 9.67 which is described as very high.

The Grade 7 students, with a mean of 6.64, which is also interpreted as very high, come next to Grade 10.

This result supports the findings of Kitano (2001) that the level of anxiety toward foreign language learning tends to increase as the students progress to higher level because they may be more afraid of being poorly rated by their teachers and peers than those in lower levels. Elaldi (2016) followed the same line of reasoning who revealed that language anxiety in foreign language of the students progressed from preparatory to grade four. According to these researchers, the increase in language anxiety among students as they proceed to higher year levels is linked to the notion that their increased English knowledge will heighten their chances of identifying their own speaking errors, which will make them more anxious.

Student3: 'Bakbaketankaminkanuisungadapatket more responsible kaminti learning mi. (We are already old enough and we should be more responsible for our own learning.) This statement from one student attested their feeling of being anxious that their teachers may become less considerate as their teachers are expecting more from them as compared to when they were still in lower grades. These expectations result to higher level of anxiety among the students as they advance in higher grade level.

As to the Grade 7 students, as being in their adjustment period, it can be assumed that they still feel anxious because of the new environment that they are being exposed with. This can also be associated with their transition from face-to-face to online classes, with different teachers per subject.

Table 4. Language Anxiety by Sex

Sex	Pearson r	Interpretation	t-computed	t- tabulated	Result
Male	0.98	Strong Positive Correlation	25.11	2.052	Significant
Female	0.999	Strong Positive Correlation	217.56	2.00	Significant

This study maintains that sex of the learners determines their level of language anxiety. It was shown in the previous table that both male and female respondents have a very high level of language anxiety.

This finding contradicts the investigation made by Matsuda and Gobel (2004) who advocated that gender was not significant in relation to the language anxiety of the Japanese university respondents.

As mentioned by Cui (2011), females usually outperform males in English exams. As they are deemed to be better, teachers also tend to expect more from them;

hence, probably causing more pressure and anxiety on their part. On the other hand, male students may also feel less motivated, which may also result in their increased level of language anxiety.

This scenario implies that learners may have different levels of experience, exposure, and knowledge even though they are in the same class. It means that teachers may provide different opportunities, treatments, and attention to male and female students in the classroom thus causing different levels of anxiety to both sexes.

Table 5. English Anxiety by Year Level

Year Level	Pearson r	Interpretation	t-computed	t-tabulated	Result
Grade 10	0.99	Strong Positive Correlation	48.99	2.021	Significant
Grade 9	0.98	Strong Positive Correlation	23.10	2.069	Significant
Grade 8	0.998	Strong Positive Correlation	66.53	2.110	Significant
Grade 7	0.996	Strong Positive Correlation	63.31	2.021	Significant

The study's findings revealed a strong positive correlation which means that the level of language anxiety increased as the students progressed through the grade levels. The significant relationship implies that the year level of the students has something to do with the level of their English language anxiety.

Similarly, Ewald (2007), Kitano (2001) and Saito and Samimy (1996) suggested that advanced students

experienced higher anxiety than elementary-or intermediate level students.

This result, however contradicts the findings of (Mae & Berowa, n.d.) and Casado and Dereshiwsky (2001), who found that anxiety was not affected with the amount of language learning experience gained during the academic year. Some studies have also concluded that

foreign language anxiety is expected to decrease when experience and proficiency increase.

However, this study's result provides that as individuals proceed to an advanced level, his/her language anxiety also increases.

According to Na (2007), the true duty of English teachers is to provide students with just the proper amount of anxiety when learning the English language. An appropriate level of anxiety is important for students' motivation and effort in learning the target language. As a result, teachers should refrain from attempting to help students in overcoming their English anxiety entirely.

IV. CONCLUSION

From the findings, these conclusions are drawn:

Learners from the Kalinga State Laboratory High School under the online platform have a very high level of language anxiety with fear of negative evaluation as the most prevalent language anxiety experienced by them. It also showed that both male and female of the Junior High students of KSULHS have a very high level of language anxiety. It also revealed that the students' language anxiety increased from Grade 8 to 10, with Grade 10 having the highest mean followed by Grade 7. This creates the idea that the learning environment is not friendly and accommodating which causes the high level of anxiety among the learners.

V. RECOMMENDATION

The following are hereby recommended:

1. Teachers' online pedagogical approaches should create a friendly classroom and learning environment. Both male and female students should be given fair treatment and equal provision of learning opportunities.

2. Teachers should maintain an adequate level of expectation for both male and female and for each year level so as not to cause an increase in language anxiety among learners. Being generous with praise and appreciation may also help students overcome their fear of being negatively evaluated.

3. Since this study only looked at a few topics, a broader study shall be conducted that includes more issues in the online language learning context.

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COVID-19 Prevention Practices among the Students of the College of Health and Natural Sciences, Kalinga State University

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Received: 27 Nov 2022; Received in revised form: 19 Dec 2022; Accepted: 26 Dec 2022; Available online: 31 Dec 2022
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Abstract— This study focused on the CoViD 19 prevention practices of the students of the College of Health and Natural Sciences. Specifically, it aimed to undergo study on the sources of information on the CoViD 19 prevention practices among the students of the College of Health and Natural sciences; level of knowledge of the students on the CoViD 19 prevention practices; attitudes of the students towards CoViD 19 health – seeking behavior; correlation of the knowledge of students on the CoViD 19 prevention practices and their attitude towards CoViD 19 health – seeking behavior; practice of the students on the CoViD 19 preventive measures; factors that may affect the frequency of practice of the students on the CoViD 19 preventive measures. It was concluded that the students get information from television, social media, and from their classmates and friends. They have good knowledge on the preventive measures against CoViD 19. They also have positive attitude towards health seeking behavior. While, their knowledge and attitude have very low correlation. These students always practice the preventive measures against CoViD 19. But, sometimes, they forget, not mindful of the health protocols and they are not used to the guidelines.

Keywords— CoViD – 19 Prevention Practices, CHNS, Knowledge, Attitudes

I. INTRODUCTION

Background of the Study

The coronavirus disease-19 (COVID-19) pandemic has caused enormous stress among the Philippines and the whole world. This pandemic has had several impacts on global economy, political activities and human health in general due to lockdown strategies. Different evidences had suggested that new strategies like strengthening implementation of preventive measures should be established rather than the lockdown strategy as this strategy encouraged economic crises. Amidst the current pandemic, the DOH has issued several guidelines and also started online courses and training sessions to raise awareness and preparedness regarding prevention and control of COVID-19 among health care workers. In addition to the DOH, other health institutions and other agencies concerned also published several

recommendations for health care workers aimed to reduce the occupational spread of infection among health care workers. During the COVID-19 pandemic community health workers have played a major role by assisting COVID19 surveillance data, contact tracing and ensuring that the community is implementing DOH preventive measures.

Coronavirus disease 2019 (COVID-19) is an emerging infectious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). The novel coronavirus was first identified in December 2019 in Wuhan China, then spread globally within weeks and resulted in an ongoing pandemic.

The full spectrum of COVID-19 infection ranges from subclinical self-limiting respiratory tract illness to severe progressive pneumonia with multi-organ failure and death. As evidenced from studies and reports, more than

80% of cases remained asymptomatic and 15% of cases appeared as mild cases with common symptoms like fever, cough, fatigue, and loss of smell and taste. Severe disease onset that needs intensive care might result in death due to massive alveolar damage and progressive respiratory failure.

The virus transmits through direct and indirect contacts. Person-to-person transmissions primarily occur during close contact, droplets produced through coughing, sneezing, and talking. Indirect transmission occurs through touching contaminated surfaces or objects and then touching the face. It is more contagious during the first few days after the onset of symptoms, but asymptomatic cases can also spread the disease.

Recommended prevention measures was designed based on overcoming the mode of transmissions including frequent hand washing, maintaining physical distance, quarantine, covering the mouth and nose during coughs, and avoiding contamination of face with unwashed hands. In addition, use of mask is recommended particularly for suspected individuals and their caregivers. There is limited evidence against the community wide use of masks in healthy individuals. However, most of these preventive measures are recommended and were not researched well.

To the extent of our search, there is no systematic review on the preventive aspects and effectiveness of COVID-19 infection through contact tracing, screening, quarantine, and isolation. The findings were inconclusive; in some studies, certain preventive mechanisms were shown to have minimal effects, while in others different preventive mechanisms have better effect than expected. On the other hand, some studies have reported that integration of interventions is more effective than specific interventions.

(<https://tropmedhealth.biomedcentral.com/articles/>)

It's been many months since COVID-19 upended our lives. We've adjusted to wearing masks, social distancing, constantly our washing hands, and working and learning remotely. But what do we really know about how to prevent COVID-19 infection?

Scientists, doctors, and public health officials are still trying to fully understand how the virus spreads, what to do to prevent it, and the best ways to treat it. New findings sometimes lead to advice that conflicts with what we've been told previously—and it can be a challenge to keep track of it all. Fortunately, there is plenty of solid advice we can still follow.

“It can be really exhausting to be constantly vigilant and to take precautions, like wearing a mask and

Conceptual Framework

physically distancing, which may be physically and emotionally uncomfortable,” says Jaimie Meyer, MD, MS, a Yale Medicine infectious disease expert. “But sustaining these types of behaviors is really key to curbing this pandemic, especially before a vaccine is available.” (www.yalemedicine.org.)

As the COVID – 19 pandemic continues, we are told that we can play a role in preventing its spread. There is a lot of information out there about how we should be protecting ourselves and others from COVID 19.

Though headlines have sometimes sent conflicting messages, health researchers agree that protective measures currently in place, such as stay-at-home orders, as well as the five key preventive practices, will continue to help “flatten the curve” (www.yalemedicine.org.).

So far, the best actions to take to slow the transmission of COVID 19 includes: social distancing; stay at home; Avoid touching your face; wash your hands frequently with soap; wear a cloth mask; regularly clean frequently touched surfaces at home. Liao emphasized the importance of one of the best preventive measures against the novel coronavirus: wash your hands, especially before cooking and eating. “ Which you should be doing all the time ((www.yalemedicine.org.).

Taking these prevention strategies seriously is extremely important to stop the transmission of this virus.

Practicing good hygiene, following these guidelines, and encouraging your friends and family to do the same will go a long way in preventing the transmission of SARS-CoV-2 (<http://www.healthline.com>.)

The College of Health and Natural Sciences has two (2) programs; BS Midwifery and BS Biology. The presence of these health - related programs made the college received its Certificate of Authority to conduct limited face to face. This certificate gives an authority for the college to conduct limited face to face classes. But, in the conduct of this classes, they need to follow strictly the guidelines and health protocols. These health protocols are recommended by the concerned authorities in order to prevent the transmission of the virus.

A timely understanding of the prevention practices towards COVID-19 is very crucial to combat the pandemic. Despite this, no study has been conducted among the students in the province. The study aimed to determine the status of implementation of preventive measures of the student at Kalinga State University towards COVID-19 and its associated factors

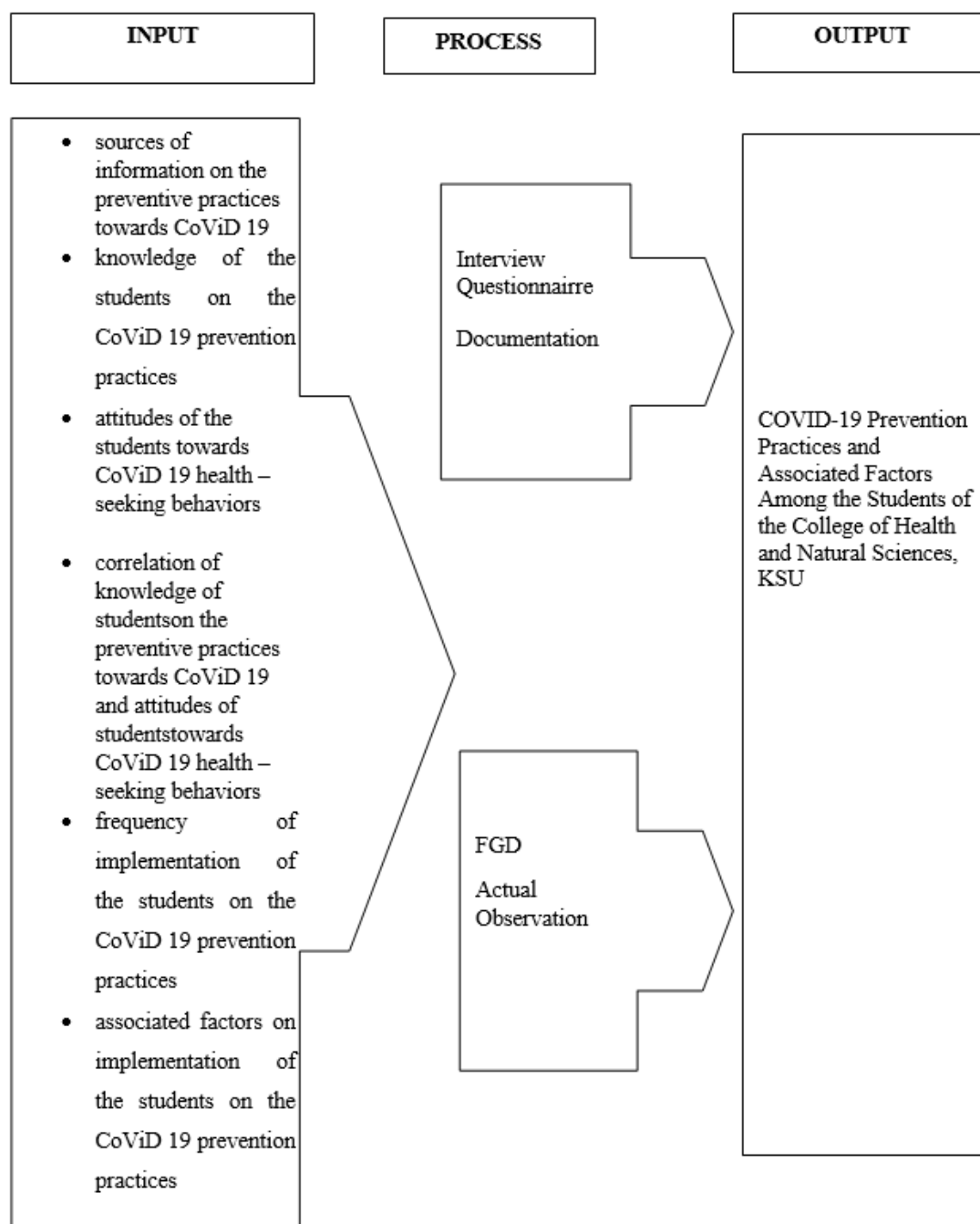


Fig. 1. Conceptual Paradigm

Statement of the Problem

This study focused on the CoViD 19 preventionpractices of the students of the College of Health and Natural Sciences.

Objectives of the Study

Specifically, it aimed to undergo study on the following objectives:

1. To identify the sources of information on the CoViD 19 prevention practices among the students of the College of Health and Natural sciences.
2. To assess the level of knowledge of the students on theCoViD 19 prevention practices .
3. To evaluate the attitudes of the students towards CoViD 19 health – seeking behavior.
4. To test for the correlation of the knowledge of students on the CoViD 19 prevention practices and their attitude towards CoViD 19 health – seeking behavior.

5. To determine the frequency of practice of the students on the CoViD 19 preventive measures.

6. To identify some factors that may affect the frequency of practice of the students on the CoViD 19 preventive measures.

Significance of the study

An assessment on the magnitude of the COVID - 19 preventive practices of the students is very important. As the disease was exponentially increasing from day to day basis; stakeholders like the Department of Health, Local Government Unit, Commission on Higher Education, and other concerned agencies should give special attention to improve the knowledge and change the attitude towards prevention measures of the community including the students. Improving frontline community health workers' prevention status is basic to save other communities as a whole because their roles were totally within the community.

This study may help by providing data on the status of the frequency of implementation, level of knowledge, and attitudes of students towards COVID 19 preventive practices. That the government and non-governmental organizations working around the COVID 19 preventive measures may know what to consider and to be included in their strategic plans and mitigation strategies to address specific concerns and issues.

This study may also help to support the existing local and national COVID-19 prevention program with tangible evidence. We aimed to answer issues related to implementation and effectiveness in the preventive measures towards COVID 19.

Scope and Delimitation of the study

This study was confined to a short period of time for practical reasons. This study focused on the status of the CoViD 19 preventive practices of the students of the College of Health and Natural Sciences, Kalinga State University, for AY 2022- 2023.

II. REVIEW OF RELATED LITERATURE

The study of Gebremedhin, T.; et. Al concluded that the magnitude of preventive practices of frontline health workers in the zone is encountered as low. A poor preventive practice was reported among unmarried, poorly knowledgeable, untrained, and participants who have a negative attitude towards prevention measure recommendations. As the disease was exponentially increasing from day- to- day basis; stakeholders like the regional health bureau and the zone health department as well as specific district health offices should give special

attention to improve their knowledge and change the attitude towards prevention measures. Improving frontline community health workers' prevention status is basic to save other communities as a whole because their roles were totally within the community. Jimmazon health department and other stakeholders should give training for those who have not taken it yet and assess their status regularly.

Severe Acute Respiratory Syndrome Coronavirus 2 (COVID 19) has plagued the world with about 7,8 million confirmed cases and over 430,000 deaths as of June 13th 2020. The knowledge, attitude, and practices (KAP) people hold towards this new disease could play a major role in the way they accept measures put in place to curb its spread and their willingness to seek and adhere to care. We sought to understand if: a) demographic variables of Cameroonian residents could influence KAP and symptomatology, and b) KAP could influence the risk of having COVID19. A cross-sectional KAP/symptomatology (Ngwewondo, A. et.al.) <https://journals.plos.org/plosntds>

Based from the study of Rana, et.al., The knowledge level of the general people regarding prevention of COVID-19 was alarmingly low in Bangladesh. The government of Bangladesh, health policy makers and donor agencies should consider the findings and take immediate steps for improving knowledge of the public about prevention of the disease.

Although there is mathematical rationality behind implementation of social distancing measures including lockdown, this study also emphasised the importance of other associated measures like increasing tests and increasing the number of hospital and ICU beds. The later components are particularly important during the social mixing period to be observed after lifting of lockdown, Arista et. Al.

Girum, et.al. concluded in their study that Quarantine, contact tracing, screening, and isolation are effective measures of COVID-19 prevention, particularly whenever integrated together. In order to be more effective, quarantine should be implemented early and covers larger community. Controlling population travel will enhance the effectiveness of quarantine. Screening, contact tracing, and isolation are effective particularly in areas where contact tracing is easily attainable. Although screening is the effective measure recommended by the WHO, since the disease is asymptomatic, it may miss a larger share of the population. Therefore, this should be integrated with other preventive measures. In order to control the COVID-19 epidemic, the health care system should consider high level of contact tracing, early initiation of nationwide quarantine measures, increasing

coverage of screening service, and preparing effective isolation centers.

III. METHODOLOGY

Locale of the study

This study was conducted at the College of Health and Natural sciences, Kalinga State University.

Research Design

The findings were derived from a quantitative and qualitative exploration on the COVID 19 Preventive practices among the students of the College of Health and Natural Sciences.

Research Participants

The respondents of this study were the students from the College of Health and Natural Sciences who will be randomly selected. Thirty percent (30%) of the total number (439) of enrollees for AY 2022 – 2023 were chosen as respondents.

Instrumentation

Structured questionnaire was used to gather information/ data.

Indicators of the questionnaire on Knowledge and attitudes were lifted from the published study of Ngwewondo, A. et.al entitled, “Knowledge, Attitudes, Practices of/Towards COVID 19 Preventive Measures and Symptoms: A Cross-sectional Study During the Exponential Rise of the Outbreak in Cameroon” which was retrieved from the website: (<https://journals.plos.org/plosntds>)

For the preventive measures, the questionnaire was based on the study of Masud, Rana, et. Al. “Knowledge of Prevention of COVID-19 Among the General People in Bangladesh: A Cross-sectional Study in Rajshahi District”;

(<https://journals.plos.org/plosone>)

Slight revisions were made to suit to the present study.

Guide questionnaire was prepared to facilitate interview with the respondents.

Data gathering

This study was conducted using survey method to gather the relevant information. A brief description of these two research tools follows: Participant Observation is collecting data through participant observation allows the researcher to be a part of the setting being studied. The

For the frequency of practice on the COVID 19 Preventive Measures of the students:

researcher is able to learn firsthand the actions and patterns of behaviors of the participants and allows for the development of a trust relationship between the participants and the researcher. The goal of participant observation as Erickson (1973) tells us, is to make the strange familiar and the familiar strange. This new understanding will provide new ways of thinking about that aspect of social interaction that one is researching. In this method, the researcher consciously observes the setting, the participants, and the events, acts, and gestures that occur.

Data analysis

The analysis and the interpretation of the data collected used quantitative and qualitative method. In qualitative research, the process of analysis and interpretation is always ongoing. The informants’ consensus was also used to investigate relevant data needed in the study. Responses of all selected informants were summarized to make general statements about the data/ information gathered.

Measures of Variables: The knowledge tool contains 12 yes/no items with the overall score ranging between 0–12. An individual who will have a score less than the mean score will be categorized as with poor knowledge and one who scores as mean or above will be categorized as having good knowledge. For attitude variable, an individual who scores less than the mean score will be categorized as having negative attitude and one who scores mean and above will be categorized as having positive attitude.

For frequency of CoViD – 19 preventive practice questions we used 3- Point- Likert scale questions (sometimes, often, and always).

TREATMENT OF DATA

The data gathered from the retrieved questionnaire were classified, tallied, tabulated, analyzed and interpreted.

For the knowledge and attitudes of the students on the preventive practices:

SCORE	DESCRIPTION
7 - 12	GOOD KNOWLEDGE POSITIVE ATTITUDE
6	KNOWLEDGEABLE NEUTRAL
1 - 5	POOR KNOWLEDGE NEGATIVE ATTITUDE

SCALE	STATISTICAL LIMIT	DESCRIPTIVE EQUIVALENT	SYMBOL
3	2.34 – 3.0	ALWAYS	A
2	1.67 – 2.33	OFTEN	O
1	1.0 – 1.66	SOMETIMES	S

The test for Correlation Coefficient was used to analyze the relationship of the knowledge of the students on the preventive practices against covid – 19 and their attitude towards COVID 19 health – seeking behavior.

A correlation is a statistical measure of the relationship between two variables. The measure is best used in variables that demonstrate a linear relationship between each other. The fit of the data can be visually represented in a scatterplot. Using a scatterplot, we can generally assess the relationship between the variables and determine whether they are correlated or not.

The correlation coefficient is a value that indicates the strength of the relationship between variables. The coefficient can take any values from -1 to 1. The interpretations of the values are:

Scale of correlation coefficient

$$0 < r \leq 0.19$$

$$0.2 \leq r \leq 0.39$$

$$0.4 \leq r \leq 0.59$$

$$0.6 \leq r \leq 0.79$$

$$0.8 \leq r \leq 1.0$$

(<https://www.scribbr.com/statistics/pearson-correlation-coefficient/>)

IV. RESULTS AND DISCUSSIONS

This part presents the findings of this study.

Table 1. Sources of Information on CoViD 19 Preventive Practices

Source of Information	Frequency
Television	133
Radio	71
Health educator	61
Internet and social media	132
Classmates, friends	105
Health care workers	90
Neighbors	88
Instructors	77
Newspaper	52

Based from the survey, most of the sources of the students of the College of Health and Natural Sciences on the information on the CoViD 19 preventive practices are from television, Internet and social media, and from their classmates and friends.

It is also shown in the table that all the identified sources of information are also considered by the students as sources of information.

Table 2. Knowledge of the students on the COVID 19 Preventive Practices (N = 131).

SCORES	FREQUENCY	%	DESCRIPTION
7 - 12	122	93%	Good knowledge
6	5	3.82	Knowledgeable
1 - 5	4	3.05	Poor knowledge

The table shows the summary of the scores of the respondents on their knowledge on the CoViD 19 preventive practices. 93% of the respondents have “good knowledge” since their scores fall on the 7 – 12 bracket.

The basis of the scoring is their positive or “YES” response.

The 3.82% of the respondents are “knowledgeable”. Only 3.05% have “poor knowledge” on the CoViD 19 preventive practices.

Table 3. Attitude towards COVID 19 health – seeking behavior (N = 131)

SCORES	FREQUENCY	%	DESCRIPTION
7 - 12	121	92%	Positive attitude
6	6	4.6%	Neutral
1 - 5	4	3.05%	Negative attitude

The result of the survey shows that majority 92% of the respondents have “Positive attitude towards CoViD 19 health- seeking behavior. This means that from the 12 items, they scored above the mean which ranges from 7 – 12. The positive or “Yes” response was counted in the scoring.

From the 131 respondents, 6 or 4.6% have neutral attitude. They scored exactly on the mean range which is 6.

Only 4 or 3.05 of the respondents have negative attitude towards CoViD 19 health – seeking behavior. They responded more on the negative or “NO” on the indicators.

The findings show that the students internalized the significance of keeping themselves safe, healthy, and free from diseases and virus.

Table 4. Correlation of knowledge and attitude scores of the respondents

		Knowledge	Attitude
Knowledge	Pearson Correlation	1	.089
	Sig. (2-tailed)		.314
	N	131	131

The table shows that the computed value of the Pearson r Correlation Coefficient is .089. Based from the Score of Correlation Coefficient, the computed value is interpreted as “ Very Low Correlation”.

This means that the knowledge of the students on the preventive practices against CoViD 19 has a very low correlation with their attitudes towards health seeking behavior.

This doesn’t prove that the higher the level of knowledge, the more positive the attitude; or; the lower the level of knowledge, the more negative attitude.

Therefore, based from this study, knowledge of the students on preventive measures against the virus has very low correlation with their attitude as to health seeking behavior.

Table 5. Frequency of Practice on the COVID 19 Preventive Measures of the Students of CHNS(N = 131)

COVID 19 Prevention Practices	Sometimes (1)	Often (2)	Always (3)	WM	Description
1. How often do you wash or disinfect your hands?	24 (0.18)	48 (0.73)	58 (1.33)	2.24	Often
2. How often do you avoid touching your face and eyes with unwashed hands?	60 (0.46)	35 (0.53)	35 (0.80)	1.79	Often
3. How often do you use a face mask?	19 (0.15)	39 (0.60)	72 (1.65)	2.40	Always
4. How often do you use a face mask, paper tissue, or elbow when sneezing, coughing, or having a runny nose?	42 (0.33)	37 (0.56)	51 (1.17)	2.06	Often

5. How often do you throw your used face masks and tissue papers in separate bags and then in a bin?	23 (0.17)	36 (0.55)	71 (1.63)	2.35	Always
6. How often do you disinfect surfaces of personal objects and places?	56 (0.43)	53 (0.81)	21 (0.48)	1.72	Often
7. How often do you shake hands with others?	114 (0.87)	13 (0.20)	3 (0.02)	1.09	Sometimes
8. How often do you stay in a close area/classroom and chat as a group without keeping distance ?	102 (0.78)	21 (0.32)	7 (0.16)	1.26	Sometimes
9. How often do you hug others?	117 (0.89)	13 (0.20)	0 (0)	1.09	Sometimes
10. How often do you keep at least a 2 meters distance from others?	64 (0.49)	42 (0.64)	24 (0.55)	1.68	Often
11. How often do you eat together in a close area like canteen, food house?	92 (0.70)	28 (0.43)	10 (0.23)	1.36	Sometimes
12. How often do you follow the signages?	41 (0.31)	36 (0.55)	53 (1.21)	2.07	Often
TAWM				1.76	Often

The table show that the students of the college of Health and Natural Sciences “often” practice the CoViD 19 preventive measures as evidenced by the computed Total Average Weighted Mean of 1.76.

The frequency of the practice may be due to the associated factors identified by the respondents. They are not used to do routine, they forget to follow health protocols, and they are not also mindful sometimes on the guidelines that they need to follow.

It is good to note that the students are mindful is using their face mask. The result of the survey shows that they always use their face mask. This is also observed during classes. Almost 100% of the students in one class are wearing their face mask during the whole duration of the class period. This is because they are reminded if they

see their seatmate and their teacher wearing face mask in the classroom.

Students oftentimes wash their hands and disinfect their area and personal belongings because they do not have enough supply of disinfectant, and sometimes, supply of water is not enough.

CoViD 19 signages are oftentimes followed by the students since they don’t mind reading or internalizing the meaning of the signage. They know it, but they refuse to internalize and follow the signage. Like for example, “EXIT HERE”, exit as a word is very easy to understand but they still go contrary to the meaning.

So, the respondents often practice the CoViD 19 preventive measures, This findings is affected by their mind set.

Table 5. Factors Associated with Preventive Practices Towards COVID-19

Associated Factors	Frequency
1. Water supply is not always available in school.	30
2. Usually when going to public places	10
3. I put them at their designated bins; Place it in my bag	8
4. only at my room;	5
5. No alcohol to use	20
6. We have laboratory classes, so we have to stay in the room for our	50

face -to- face class.	
7. Forgot, not used to it	80
8. I hate going into crowded place	3
9. Prefer eating alone	3
10. Not mindful of the signages/ absence of mind	80

The significant factors identified by the respondents that affect the frequency of their practice on the CoViD 19 preventive practices are listed on the table above.

Based from the survey, their frequency of practice is affected because they sometimes forget the health protocols and guidelines. They are not also used to the guidelines, and they are not mindful of the signages. Sometimes, they don't have disinfectants or alcohol to use to disinfect their rooms and personal objects. Oftentimes also, water supply is not available to wash their hands.

SUMMARY

Based from the results of this study:

1. The top three (3) sources of information of the students of the College of Health and Natural Sciences on the preventive practices against CoViD – 19 are from television, internet and social media, and from their classmates and friends.
2. The students of the College of Health and Natural Sciences have “good knowledge” on the preventive practices against CoViD – 19.
3. The students of the College of Health and Natural Sciences have “positive attitude” towards CoViD 19 health seeking behavior.
4. The knowledge of the students on the preventive practices against CoViD 19 and their attitudes towards CoViD 19 health seeking behavior have “very low correlation”.
5. The students of the College of Health and Natural Sciences “always” practice the preventive measures against CoViD – 19.
6. The associated factors that affect the practice of the students of the College of Health and Natural Sciences on the preventive measures against CoViD 19 are: not used to it, not mindful of the signages, forgot, and no disinfectant/ alcohol to use.

V. CONCLUSIONS

The students get information from television, social media, and from their classmates and friends. They have good knowledge on the preventive measures against CoViD 19. They also have positive attitude towards health

seeking behavior. While, their knowledge and attitude have very low correlation.

These students always practice the preventive measures against CoViD 19. But, sometimes, they forget, not mindful of the health protocols and they are not used to the guidelines.

VI. RECOMMENDATIONS

From the above findings, the following are recommended:

1. Reorientation of students on the preventive practices against covid – 19 should done during the first month of classes until such time that the students come to internalize the importance of following the guidelines strictly.
2. Prepare and distribute flyers that contains the guidelines on health protocol. Utilize the first 5 minutes of the class hour to remind them to read and internalize
3. The College officers may prepare a schedule for them to stay at the Triage of the college to monitor the entry and exit of students. They should see to it that health protocols are strictly followed. For every violation, there should be an appropriate sanction.
4. There should be continuous enough Water supply of the school.

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Level of Awareness on Social Media Platforms among the Employees of Kalinga State University Bulanao Campus

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Received: 30 Nov 2022; Received in revised form: 22 Dec 2022; Accepted: 28 Dec 2022; Available online: 31 Dec 2022

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Abstract— *Social media platforms are ubiquitous nowadays, and have connected us in ways. We share information and updates with different social media platforms used. Teaching and school-related works are high-stress professions where it's very important to use social media apps in which it leads to a more productive and collaborative atmosphere hence it is also good everyone's psyche. Today's world social media plays a vital role in connecting everyone's life, and relationship through online communication, postings, and reactions. A descriptive normative survey method was undergone in data gathering procedures such as observation, survey questionnaires, and interviews. This study focuses on the identification of the participant's age and gender demographic profile and common active social media platforms used by the faculty and non-teaching staff in participating group discussion or interaction, determination of the level of awareness on the use of emoticons, common social media terminologies on social media across demographic groups, social media ethical practices and its implications towards their social relations. The work category were 141 Faculty and 30 Non-teaching staff members who are commonly working at one campus and evaluated thru 5 point Likert Scale. Most of the work category belong to the generations which are familiar on the use of computers and android cellphones where social media is easily accessible; Facebook and Messenger revealed to be the most familiar social media platforms for postings and sharing of both pictures and movies purposely for collecting social reactions while Messenger was used as communication media both for private and group communications. However, communication barriers are established among faculty and non-teaching staff members on the use of social terminologies and emoticons across demographical groups but generally social media implications has positive effect on social relations.*

Keywords— *Emoticons, Blogs, Social Media and Apps*

I. INTRODUCTION

Background of the Study

In today's generation, social media is seriously affecting how teaching and non-teaching staff members interact with each other. The works of teaching and non-teaching personnels are high-stress professions where it is very important to have a good relationship with coworkers which leads to a more productive and collaborative atmosphere and for one's good psyche.

Social media is a great thing and has connected the world and made it easy to keep up with friends, family and the news. The numbers of using social media everyday are rising which indicates that the world begin to adopt the

technology. There are many things that you need to watch out for and be aware of when you use social media. Simply take a few seconds to think before posting something and think for its impact the contents of the post could have in your life. There are many things you need to watch out for and be aware of when you use social media like: Watch what you share and say, you may need to be compliant, not everything should be taken as fact and you might be on it too much.

Interpersonal communications is changing everyday due to social media. Some research says, it is changing every aspect of how humans communicate. Social media negatively affects interpersonal

communications by the lack of face-to-face interactions and the decrease in language skills, emotional connections, and personal relations.

When social media is used in a responsible and age-appropriate way it can give many benefits to individual. Through Social media it assist in building digital skills, can help young people learn through reading articles, asking questions, replying to posts, watching video tutorials talking with friends and discussing topics with other people. With Social media groups, it helps young people learn about themselves and others. Social media help to develop critical thinking skills and it can help young people develop their identity. While older people might think of their online and offline lives as very different things young people can find this separation confusing and their online presence is an important part of their identity.

The development of mobile technology has played an important role in shaping the impact of social media. Because in mobile technology they put to connect anywhere at any time on any device in everyone's hands. This factor has caused social networks to evolve for keeping in touch with friends and family to being used in ways that have a real impact on society.

Social media can give a lot of influences when it is being used in ways that shape society, business, world of work, training and development and on relationships. With social media, social sharing has encouraged people to use computers and mobile phones to express their concerns on social issues without actually having to engage actively with campaigns in real life. Their support is limited to pressing the 'Like' button or sharing content. Businesses have realized they can use social media to advertise product and services, stimulate demand, and create targeted product offerings. Social media has had a profound effect on recruitment and hiring. LinkedIn is an important social media platforms for anyone looking to stand out in their profession. They allow people to create and market a personal brand. Social media on training and development used these tools for learning in many educational institutions such as Blogs, Wikis, LinkedIn, Twitter, Facebook, and podcasts which contributed to the increase in long-distance online learning. One of the effects of social media is encouraging people to form and cherish "social media friendships" over actual friendships.

Through social media platforms we could share information and are subsequently flooded with updates. While sharing information in this manner it could be advantageous for many ways but it brings risks many along with it. Over sharing of information is the biggest risk of using social media in which it can be harmful.

From the study of Dewing, Michael entitled "Social Media: An Introduction" (2010) stated there that through the use of social media, people can exchange photos and videos, share news stories, post their thoughts on blogs, and participate in online discussions. Social media also allow individuals, companies, organizations, governments, and parliaments to interact with large number of people.

The motto of Kalinga State University is "Molder of Nation Builders". Today, KSU is a new and the only university in the province of Kalinga. From a college, it was converted into Kalinga State University in January 2016 under the supervision of the first university president Dr. Jovita E. Saguibo. This is to optimize the fulfillment of its mission and vision as an HEI. The Kalinga State University Bulanao campus has seven (7) colleges namely: College of Criminal Justice Education (CCJE), College of Engineering and Information Technology (CEIT), College of Natural Health and Sciences (CNHS), College of Public Administration and Indigenous Governance (CPAIG), College of Forestry (CoF), College of Agriculture (CoA), and College of Education (CoED).

The new administration pursued human resource development by sending respondents to appropriate trainings, conduct extension and research programs and activities to the community and more programs are submitted for accreditation and linkages were forged to help KSU achieve its goals and objectives.

At present, the Kalinga State University Bulanao campus has a total number of 228 employees which includes teaching and non-teaching staff members.

II. CONCEPTUAL FRAMEWORK

In today's diversified world, technology plays key role in our daily lives as it affects where we live, how we work and how we interact with each other. In addition, it also affects what we want to achieve in our lives (Pedersen, 2009). It provides an overview about the impact of technology in our daily life as technology is an essential part of our life, if it were to be removed; the quality of life would suffer dramatically as a result.

Social Media Technology (Facebook and Twitter): Social media is the ways of interactions between people. They create, share and also exchange information and ideas in simulated communities and networks through Facebook, Twitter, Instagram and LinkedIn, etc. Social media like Facebook and Twitter has helped me a lot in improving my grades and level of engagement with the teachers and fellow students. According to Van den Hurk (2013) Facebook refers to social sharing, where people can share every phase of life on a single platform, On the other hand, Twitter is a micro-blogging site that enable people to

share 140-character snippets of their daily life (Van den Hurk, 2013).

From the study of Rajeev M.M. & Jobilal, 2015 entitled “Effects of Social Media on Social Relationships: A Descriptive Study on the Impact of Mobile Phones among Youth Population” stated that Society is influenced by social media in numerous ways. It is the media that help them to get information to form opinions and issues make judgments regarding various issues. It is the media which keeps the people updated and informed about what is happening around them and the world.

In the article of Todd Gebiski (2015) How does technology impact your daily life? stated there that in our digitized professional lives there as many as 79% of employees now “work on virtual teams,” be it by email, online collaboration, messaging, video conferences, or some combination of any of the above. A 2013 Pew Research study found that “94% of jobholders are Internet users.” This includes full-time, part-time, and freelance workers in technology companies, big corporations, and small businesses, who work in cities, the suburbs, rural America, and everywhere in between.

For most of the last century, communicating professionally meant writing letters, sending faxes, or spending hours on the phone. Not anymore. Email is now

the primary means of communication in the modern workplace. We are communicating more, faster, and better than ever before. And employers have been reaping the benefits. A major report cited by British newspaper The Telegraph found that the incorporation of technology into the workplace has led to an “84% increase in productivity per hour for office workers since the 1970s.”

Based on the study of Yayan, Emriye et. Al., (2019) entitled “The effects of technology use on working young loneliness and social relationships” concluded that it was determined that young, who are exposed to violence, smoke, and work as unskilled labor force have a high dependence on the Internet and smartphones. Young with the Internet and smartphone addiction were found to have high levels of loneliness and poor social relations.

On the study of Derks, Daantje & et. Al., (2008) on “Emoticons and online message interpretation” the results show that emoticons do have an impact on message interpretation. Emoticons are useful in strengthening the intensity of a verbal message. Furthermore, it is possible to create ambiguity and express sarcasm online by varying the valence of the emoticon and the valence of the message. Overall, the authors conclude that to a large extent, emoticons serve the same functions as actual nonverbal behavior.

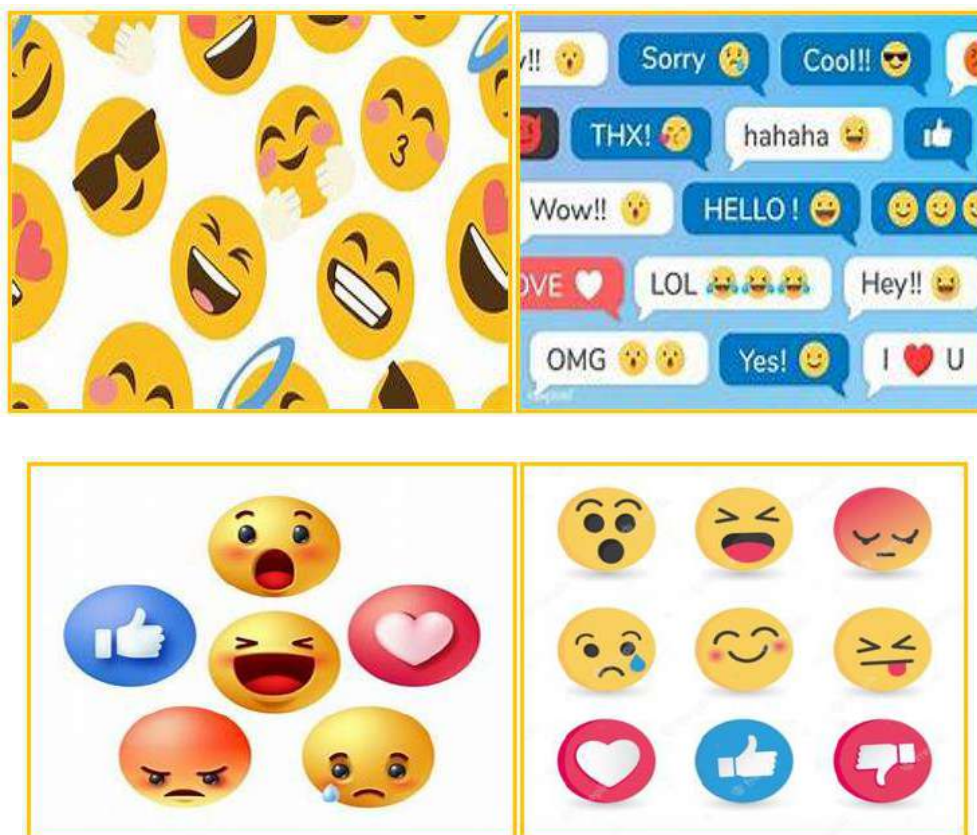


Fig.1. Commonly used Emoticons in Social Media

We always use the funny yellow faces (emoticons) to express what we feel of our emotions on social media applications. We used emoticons for faster communication because it replaces entire words and make our chats or emails more colorful. But what is their correct name? Mostly, the terms emoji and emoticon are used interchangeably. However, there are differences between these terms.

What is an emoticon? The English words “emotion” and “icon” form the term emoticon. Short string of symbols, letters or numbers are intended to represent facial expressions and postures. Emoticons can liven up the text and convey moods or emotional states.

:D means laughing or a big grin. If surprised, we used :-O and <3 stands for the heart and feelings.

What is Smiley? The term of course comes from the English verb “to smile”. The smiley is the graphic representation of a facial expression. In written communication, the person writing expresses that he or she is delighted or joking.

What is an emoji? Emojis are images or pictographs. Facial expressions and gestures are shown in the form of faces and people. Objects, food, activities, animals, plants, places and other associations can also be displayed. This allows for more expressive communication. Emoticons are now automatically converted into emojis in word processing programs or online services. To display emojis, the Unicode is converted into a graphic. Emojis have been available on our mobile phones since 2010.

The use and effect of emojis, emoticons and smileys are for communication. For communication with our counterpart is not just about the words pronounced. For we also communicate in a nonverbal way, that is, without using spoken language. This happens through our facial expressions, our gestures, our body language and the tone of our voice. We look to the side when we're embarrassed. Widen our eyes in surprise or raise our hands in alarm. Wrinkle our nose in disapproval or let our voice ooze with irony.

Our communication increasingly turns digital. We write emails and we chat on WhatsApp, Facebook, or Snapchat. What we can express in words or in nonverbal way in real life is accomplished by emojis with rather short texts in real-time communication. They add an emotional level to the text and can prevent misunderstandings. The majority of men and women say that they can express emoticons better through emojis than through words.

Under some circumstances, the inappropriate use of social media may lead to ethical violations under the Code. Examples of such violations include (a) posting distinctive personal information about your clients or

research subjects that breaches confidentiality and (b) misrepresenting to the public the services you provide, the products you sell, or your level of expertise. The posting of insulting or offensive opinions, including writing such remarks in documents, usually does not violate the Code, even though doing so fails to engage in civil discourse. If such remarks are determined to constitute defamation, then posting them would be considered a violation of the Code (*Code of Ethics, 2016*).

Research Paradigm

The Input-Process-Output (IPO) model is widely used by researcher with a feedback mechanism. Figure 1 shows the research paradigm of the study. Input will represent the objectives of the study. The Input was derived from demographical profile will distinguish respondent's awareness on the use of emoticons and other common social media terminologies and text abbreviations. The process involved the analysis on the level of awareness and uses of social media platforms and its implications of work category members; the output of the study is the level of awareness and uses of Social Media platforms and its implications of social media between work category members which can denote the level of awareness on the social media platforms used.

Statement of the Problems

The study assessed the level of awareness on social media platforms among the employees of Kalinga State University, Bulanao Campus. It sought to answer the following questions:

1. What is the demographic profile of the respondent as to the gender, work category and age generation?
2. What are the most common active social media platforms used by the work category in participating to group discussion or interaction?

2.1 Is there a significant difference on the social media platforms used as the gender, work category and age generation?

3. What is the level of awareness of the work category on the used of emoticons and social media terminologies?
4. What are the social implications of social media towards social relations among the work category?

Statement of Objectives

The present study aims to:

1. Identify the demographic profile of the work category;
2. Identify the common active social media platforms used by the work category in participating group discussion or interaction;
3. Determine the respondent's level of awareness on the description and use of social media terminologies, social media icons, and social media platforms among KSU employees when grouped according to:

a. gender,

- b. age, and
- c. work category.

4. Determine the social implications of social media among work category members towards their social relations.

Significance of the Study

This study served as a reference on the work category perceptions on the use of emoticons, common words and text abbreviations based on demographical group. And it served as a basis to determine the implications how employees deal and respond on the trending use of the social media platforms in today's modern age.

This study on the level of awareness of social media among employees of Kalinga State University Bulanao campus is intended to identify the demographic profile of the employees, identify the common active social media platforms used by the employees in participating group discussion or interaction, determine the work category level of awareness on the description and use of social media terminologies, social media icons, and social media platforms among KSU employees when grouped according to gender, age and work category and to determine the social implications of social media among work category members towards their social relations. The benefits of which various people are expected to benefit are discussed as follows:

Work category of Kalinga State University

– it will give them the perceptions on the use of emoticons, social media terminologies and the use of social media platforms in participating in the group chat.

Administration of Kalinga State University

– this will give them the basis to determine the implications of how work category will deal and respond on the trending use of the social media platforms in today's modern age.

Guidance Office – this will help the office to know the level of awareness on the use of emoticons and common social media terminologies and text abbreviations across demographic groups in order to create good atmosphere and relationships among the employees of Kalinga State University Bulanao campus.

Expected Output

1. List of common active social media accounts used by work category

- 2. Work category level of awareness on the use of emoticons and common social media terminologies and text abbreviations across demographic groups.
- 3. Work category social media ethical practices.
- 4. Social Media implications among work category member.

Definition of Terms

- 1. Avatar – This is a social media terminology in which it is a character that represents an online user.
- 2. Baby Boomers – This is an age generation that defined people who were born from 1946 to 1964 and they are currently between the ages of 57-75.
- 3. Blogs – This is a social media application that started out as a mix of what was happening in a person's life and what was happening on the web.
- 4. Emoticons – This is a representation of a facial expression such as -) representing smile that shows emotions.
- 5. Flickr – This is a social media application
- 6. Generation X – This is an age generation who were born between 1965 and 1970 and is currently between 41-56 years old.
- 7. Generation Y – This is also called Millennials, were born between 1981 and 1994. They are currently between 25 and 40 years old.
- 8. Generation Z – This is the newest generation, born between 1997 and 2012. They are currently between 9 and 24 years old.
- 9. Geofilter – They are pretty graphics that dress up a Snap.
- 10. Geotag – A social media terminology that has the process of adding geographical identification metadata to various media.
- 11. Hashtag – Another social media terminology that connects your posts on social media to other posts on the same subject or trending topic.
- 12. Instagram – A simple, fun and creative way to capture, edit and share photos, videos and messages with friends and family.
- 13. LinkedIn – A social media application that allows you to create a custom profile. However, profiles created within LinkedIn are business-oriented rather than personal.
- 14. Meme – Memes on social media are funny pieces of text, videos, or images that go viral.
- 15. Social media – It is a computer-based technology that facilitates the sharing of ideas, thoughts, and information through the building of virtual networks and communities.
- 16. Social media platforms – It is a web-based and mobile-based Internet Application that allows the

creation, access and exchange of user-generated content.

17. Shout Out – Usually refers to when one user shouts out another, typically by “tagging” them.
18. Troll – A process of creating discord on the Internet by starting quarrels or upsetting people by posting inflammatory or off-topic messages in an online community.
19. Tumblr –Is a blogging and social media tool that allows users to publish a “tumblelog”, or short blog posts.
20. Tweet – Tweeting is posting short messages for anyone who follows you on Twitter.
21. Twitter – Is a microblogging and social networking service which users post and interact with messages known as “tweets”.
22. Viber – It allows users to make free calls, send texts, pictures and video messages to other Viber users.
23. Viral – A subject or event that has a sudden surge in popularity on social media.
24. WhatsApp –This lets you make calls, send and receive messages, and share documents, photos, and videos.
25. Wall – A digital signage displayed in Facebook page.

III. REVIEW OF RELATED LITERATURE

Over the past decade, Pew Research Center has documented the wide variety of ways in which Americans used social media to seek out information and interact with others. A majority of Americans now say they get news via social media, and half of the public has turned to these sites to learn about the 2016 presidential election. Americans are using social media in the context of work (whether to take a mental break on the job or to seek out employment), while also engaging in an ongoing effort to navigate the complex privacy issues that these sites bring to the forefront (Greenwood, S., Perrin, A., Duggan, M. 2016)

Internet-based social media has become a part of people's lives in this era. Many people use of Facebook, Whatsapp, LinkedIn, Blog and other social media to interact with each other. With social media, people exchange information and share experiences in cyberspace (Marbun, D., Juliandi, A., and Sulaiman, E.). In this study also, it will determine the topmost rank common social media platforms used by faculty and non-teaching staff members for postings and sharing of both pictures and movies purposively intended for collecting social relations and for communication media both for private and group communication.

With introduction of new tools and techniques for online communication, the methods of online marketing have also changed. The presence of emotions in decision-making processes of customers has always changed the dimensions of sales in online environment. Emoticons, which are the graphical representation of one's nonverbal traits, help in analyzing the meaning and emotion of the message in an appropriate manner. Now, increasing usage of emoticons in textual messages by Gen Y students has revived the emotional aspect of making purchases. These youngsters form a majority portion of online shoppers and always remain the favourite segment of marketers. Addressing their needs by capturing their emotional side at a correct instance will convert the search into buying decision (Saini, A., Khatri, P., & Raina, K. 2018). The present study attempts to understand the level of awareness on the use of emoticons and common social media terminologies.

In the study of (Chan, Chi-Keung & Lau, Wing-Yan 2017) it hypothesizes that the combination of text and emoticons has the greatest effect on emotion representativeness, awareness and management. Also, the effect of emoticons is moderated by the user's emotion.

From the study of (Derks, D., Bos, A. & Grumbkow, J. 2008) which investigated the role of emoticons in computer-mediated communication (CMC). Results showed that emoticons are mostly used to express emotions, to strengthen a message, and to express humor. While in the study, it reveals that the more emoticons were used in communication with friends with positive effect on their social relations.

Until recently, Facebook had dominated the social media landscape among America's youth – but it is no longer the most popular online platform among teens, according to a new Pew Research Center survey. Today, roughly half (51%) of US teens ages 13 to 17 say they use Facebook, notably lower than the shares who use YouTube, Instagram or Snapchat (Anderson, M. & Jiang, J. 2018). It is in the same notion of the study that it will identify the demographic profile of the work category in order to determine the common active social media platforms used by the work category in participating group discussion or interaction.

Most college students use social media and spend many hours checking social media sites as admitted that they spent 6-8 hours per day, these was a negative aspect to college students on the use of social media (Wang, Q., Chen, W., and Liang, Y. 2011). Also in the study, from the participant's demographic profile it will determine the work category who belong to generation Millennial and X and who belong to Baby boomers.

Maintaining social relationships has been defined as a core element of aging well. With a considerable amount of older adults living alone, social media provides the possibility to engage in meaningful social contact, example by joining online social networks and online discussion forums (Lesit, Anja K. 2013). While in this study it will determine the demographic participant's profile to identify the percentage of work category who belong to the millennial group in order to determine the level of awareness on the use of emoticons and common social media terminologies on social media.

From the study of Corcoran, Niall & Duane, Aldan (2018) entitled "Using Social Media to Enable Staff Knowledge sharing in Higher Education Institutions" it is stated there that the study adds to the growing body of work on organizational implementations to practitioners and researchers undertaking similar projects. With the same concept in the study that through social media postings and interactions all worked related issues and problems are clearly and peacefully settled.

It is also stated in the research of (Stoessel, Jonathan 2016) that the creativity, collaboration, and advanced communication afforded by the use of social media also opens privacy and safety concerns for potential users inside and outside the realm of higher education. As the promise of the positives afforded by weaving social media into the fabric of higher education has been realized, so too have concerns over how this "social network" is governed and managed at colleges and universities. As it is the same in the study that social media interactions tighten bonds among employees during and after office hours.

IV. METHODOLOGY

This methodology presents the different methods and procedures that will be used by the researcher in developing this study. It consists of the research design, the research work category of the study, and the data gathering procedures. It also includes the instruments used in the collection and gathering of data, as well as statistical tools used in processing and analyzing the data.

Research Design

For the purpose of this study, the researchers shall conduct the study utilizing the descriptive normative survey method. Descriptive research plays a significant role in system development for it is used to gather quantifiable information, which later on uses for statistical inference through data analysis to the target work category/work category. This type of research reveals and measures the strength of the work category's opinion, attitude or behavior concerning a given subject (FluidSurveys Team, 2014). In addition, it shall use normative survey method of research because it shall

undergo data gathering procedures such as observation, survey questionnaire and interview.

From the study of (Congdon, J. et. al, 2016) entitled "Defining the Beginning: The Research Design" he stated there that the probability of success of a research project is greatly enhanced when the "beginning" is correctly defined as a precise statement of goals and justification. Having accomplished this, the sequential steps necessary for writing a research plan and then successfully executing a research project are easier to identify and organize.

Data Gathering Procedures

Interview – The researchers conducted an interview to the work category in order to ask them most relevant data on the commonly used social media platforms and the most commonly used social media terminologies.

Direct Observation – The researchers had a direct observation by joining it on a group chat in order to determine the use of the social media platforms and observing how they could react and use some of the social media terminologies while involving in the group chat.

Survey Questionnaire – A survey questionnaire was distributed to the work category for them to answer what is being asked and to tally their answers in order to come up with a reliable result on the implications of using social media platforms and to determine the level of awareness on the use of social media terminologies and platforms.

Research Work category of the Study

The Kalinga State University has three campuses with different sites and locations but governed with one university policy and standards. The work category of this study are the Faculty and Non-Teaching Staff of Kalinga State University Bulanao campus one of the campuses of Kalinga State University. The nature of Faculty and Non-teaching Staff work are interrelated due to their services offered to students, stakeholders and other university clientele thus, they share common workplace that needs harmonious working relation.

In this study the researchers make use of the sampling technique by using "fishbowl" method to get every sample of the total population of 228 in Kalinga State University employees in Bulanao campus to have an equal chance of being selected. The study got 75% on the total number of work category which has a total of 171 work category among the employees of Kalinga State University Bulanao Campus.

Profile of the Work category

Table 1: Profile of the respondents according to their Gender

Gender	Male	Female
Teaching Staff	24	108
Non Teaching	6	33

Staff		
Total	30	141

The table shows the profile of the work category according to the gender.

Table 2: Profile of the Work category according to the Age Generation

Gender	Age Generation			
	Generation Z	Generation Y	Generation X	Baby Boomers
Teaching Staff	6	113	11	2
Non Teaching Staff	5	24	8	2
Total	11	137	19	4

The table shows the profile work category according to the Age Genration.

Table 3: Work category according to the Gender

Work category	Teaching Staff	Non-teaching Staff
Total	132	39

The table shows the profile work category according to the Gender

Instrumentation

Survey Questionnaire. Survey Questionnaire shall focused on the demographical profile, educational, attainment and Work category level of awareness on the use of emoticons and common social media terminologies and text abbreviations.

Interview. Interview guide questionnaire will be used to get the work category feed backs on their responses, reactions and postings on social media.

Data Gathering Procedures

The researchers interviewed the work category in an informal manner by asking them some questions like their most favourite social media platforms they used for posting, communication, and for updates. Also, the researchers had floated a survey questionnaire which includes about the demographic profile of work category, common social media applications, common social media platforms in group discussion and interaction, awareness on the use of emoticons and social media terminologies on social media, social media practices and social media implications among work category members of Kalinga State University Bulanao Campus. After gathering the answered survey questionnaires it was submitted for tabulation and computation of data ready for data interpretation and discussion.

V. DATA ANALYSIS

The gathered data were collected, tabulated and treated statistically using frequency count, percentage, weighted mean. Frequency and percentage was used to describe the demographic profile of the work category and most commonly used social media platforms.

Weighted Mean

Was used as the primary tool to describe the assessment of the work category for their level of awareness on the use of emoticons and common social media terminologies and text abbreviations across demographic groups and their social media practices and its implications among work category members towards their social relations.

The following Likert Scales shall be used for the assessment of the work category on the Faculty and Non-Staff level of awareness on the use of emoticons and common social media terminologies and text abbreviations across demographic groups.

WEIGHTED MEAN RANGE	DESCRIPTIVE INTERPRETATION
4.20 – 5.00	Extremely aware
3.40 – 4.19	Moderately aware
2.60 – 3.39	Somewhat aware
1.80 – 2.59	Slightly aware
1.00 – 1.79	Not at all aware

The following Likert scales shall be used for the assessment of the work category on the Faculty and Non-Staff on their social media practices and its implications among work category members towards their social relations.

WEIGHTED MEAN RANGE	DESCRIPTIVE INTERPRETATION
4.20 – 5.00	Strongly Favor
3.40 – 4.19	Somewhat Favor
2.60 – 3.39	Neutral
1.80 – 2.59	Somewhat Oppose
1.00 – 1.79	Strongly Oppose

VI. RESULTS AND DISCUSSION

This chapter presents the work category' profile as to Age, Gender and Work category, data gathered and the interpretations of the result given in line with the objectives of the study, namely: to identify the demographic profile of the respondent, to identify the common active social media terminologies, platforms and emoticons used by the work category in participating group discussion or interaction, to determine the

significant difference on the social media platforms of KSU employees when grouped according to gender, age and gender, and to determine the social implications of social media among work category members towards their social relations.

Work category' Profile

Table 1 presents the work category' profiles as to gender.

Table 1. Work category' profile as to Gender

Indicators	Male	Percentage	Female	Percentage
Teaching Staff	24	80.00	108	76.60
Non	6	20.00	33	23.40

Teaching Staff				
Total	30	100.00	141	100.00

The table aboveshow the profile of the work category according to gender. As shown above female is more dominant than male in which female under teaching has a total of 108 with a percentage of 76.60 and on the non teaching staff has a total of 33 with a percentage of 23.40 while male on teaching has a total of 24 with a percentage of 80.00 and non teaching has a total of 6 with a percentage of 20.00.

Table 2. Work category' profile as to Age Generation

Indicators	Age Generation							
	Generation Z	Percentage	Generation Y	Percentage	Generation X	Percentage	Baby Boomers	Percentage
Teaching Staff	6	54.55%	113	82.48	11	57.89	2	50.00
Non Teaching Staff	5	45.45%	24	17.52	8	42.11	2	50.00
Total	11	100.00	137	100.00	19	100	4	100

Most of the work category belong to the Teaching Staff of generation Y or Millennial followed by Teaching staff of generation X while Teaching and Non-teaching Staff members of Baby boomers recorded as the least from generations. From the study of Ramos, Domingo M.,

et.al.(2018) stresses that most of the work category are already familiar with the use of computers and android cellphones where social media is accessible and commonly used and even become habitual in their life.

Table 3: Common Active Social Media Platforms Used by the Work category

Table 3.A: Common Active Social Media Platforms Used by the work category as to Gender

Indicators	Female	Mean	Male	Mean	Total
Facebook	134	9.57	33	2.357	11.93
Messenger	134	9.57	33	2.357	11.93
Instagram	23	1.64	4	0.286	1.93
Tumbler	4	0.29	0	0.000	0.29
Linkedin	8	0.57	3	0.214	0.79
YouTube	68	4.86	11	0.786	5.64
Whatsapp	10	0.71	2	0.143	0.86
Google	132	9.43	31	2.214	11.64
Blogs	5	0.36	2	0.143	0.50
Flicker	1	0.07	0	0.000	0.07
Tiktok	18	1.29	2	0.143	1.43
Viber	1	0.07	0	0.000	0.07
Twitter	1	0.07	0	0.000	0.07
WeVerse	1	0.07	0	0.000	0.07
TOTAL	540	38.57	121	8.643	47.21

Table 3.A presents the most common social media platforms used by the work category as to gender. As been presented facebook and messenger were the most common social media platforms use by male and female work category, followed by the google and instagram respectively. For the female, facebook and messenger got the highest total of 134 with a mean of 9.57 and for male, it has a total of 33 with a mean of 2.357. Next is google, female got a total of 132 with a mean of 9.43 and male is 31 with a mean of 2.214. Youtube for both is the next, female has a total of 68 with a mean of 4.86 and male is 11

with a mean of 0.786. Another is instagram, for female, it has a total of 23 with a mean of 1.64 and male is 4 with a mean of 0.286. But for the Tiktok, it is mostly used by the female with a total of 18 with a mean of 1.29 while male has 2 with a mean of 0.143. And the lowest indicators were flicker, viber, twitter and weverse, for female they got the least result of 1 with a mean of 0.07 and for male is 0.

In a new survey conducted in September 2014, the Pew Research Center finds that Facebook remains by far the most popular social media platform.

Table 3.B: Common Social Media Applications Used by the work category as to Gender

Indicators	Teaching	Mean	Non Teaching Staff	Mean	Total
Facebook	139	9.93	33	2.357	12.29
Messenger	139	9.93	33	2.357	12.29
Instagram	22	1.57	5	0.357	1.93
Tumbler	2	0.14	2	0.143	0.29
Linkedin	6	0.43	5	0.357	0.79
YouTube	57	4.07	22	1.571	5.64
Whatsapp	6	0.43	6	0.429	0.86
Google	139	9.93	29	2.071	12.00
Blogs	2	0.14	5	0.357	0.50
Flicker	0	0.00	1	0.071	0.07
Tiktok	13	0.93	5	0.357	1.29
Viber	0	0.00	1	0.071	0.07
Twitter	0	0.00	1	0.071	0.07
WeVerse	0	0.00	1	0.071	0.07
TOTAL	525	37.50	149	10.643	48.14

Table 3.B shows the most common social media platforms used by the work category as to gender. As shown in the table Facebook, messenger and google were the most common active social media platforms of both teaching and non-teaching staff members. For the teaching personnel, facebook, messenger and google got the highest rank with a total of 139 with a mean of 9.93 which has the same common active social media platforms used

by the non-teaching staff that has a total of 33 with a mean of 2.357 followed by the YouTube and Instagram respectively. Viber, Twitter, and WeVerse were in the last rank meaning it is not the common active social media platforms used by both teaching and non-teaching staff. For teaching it has 0 work category with a percentage of 0.00 and for non-teaching staff with 1 respondent with a percentage of 0.01.

Table 3.C: Common Active Social Media Applications Used by the work category as to Age Description

Indicators	Gen. Z	Mean	Gen. Y	Mean	Gen. X	Mean	Baby Boomers	Mean	Total
Facebook	11	0.79	137	9.786	18	1.29	3	0.21	12.07
Messenger	11	0.79	137	9.786	19	1.36	2	0.14	12.07
Instagram	11	0.79	16	1.143	0	0.00	0	0.00	1.93
Tumbler	2	0.14	2	0.143	0	0.00	0	0.00	0.29
Linkedin	6	0.43	5	0.357	0	0.00	0	0.00	0.79

YouTube	11	0.79	67	4.786	1	0.07	0	0.00	5.64
Whatsapp	6	0.43	6	0.429	0	0.00	0	0.00	0.86
Google	11	0.79	137	9.786	18	1.29	2	0.14	12.00
0.14	5	0.36	2	0.143	0	0.00	0	0.00	0.50
Flicker	1	0.07	1	0.071	0	0.00	0	0.00	
Tiktok	10	0.71	8	0.571	0	0.00	0	0.00	1.29
Viber	1	0.07	1	0.071	0	0.00	0	0.00	0.14
Twitter	1	0.07	1	0.071	0	0.00	0	0.00	0.14
WeVerse	1	0.07	1	0.071	0	0.00	0	0.00	0.14
TOTAL	88	6.29	521	37.214	56	4.00	7	0.50	48.00

Table 3.Cpresents the most common active social media platforms used by the work category as to age. As presented above, Facebook and messenger were the top most rank social media platforms used by the age generations: Gen Z, Gen Y, Gen X and Baby Boomers. In Gen Z, TikTok was the next in rank with a total of 10 and the average of 0.71.While Gen Y, YouTube was the second in rank with the total of 67 and the average of 4.786. Also, in Gen X, Google was the second in rank with a total of 18 with the percentage of 1.29.In Baby Boomers age generation, google was the next in rank with a total of and a percentage of 0.14.

From the study of Ramos, Domingo M. et.al., (2020) also revealed that the topmost rank common active social media platforms used by faculty and non-teaching staff members are Facebook and Messenger followed by YouTube and Google+ respectively. This implies that Facebook was the most familiar and commonly utilized for postings and sharing of both pictures and movies purposely intended for collecting social reactions while Messenger was used as communication media both for private and group communications.

Table 4: Level of Awareness on the description and Use of the following SocialMedia Terminologies

Table 4.A: Level of Awareness on the description and Use of the following SocialMediaTerminologies as to Gender

Indicators	Male		Female		Total Mean	Description
	Mean	Description	Mean	Description		
Avatar	0.79	Not all aware	3.54	Moderately aware	4.33	Extremely Aware
Meme	0.87	Not all aware	3.35	Somewhat aware	4.22	Extremely Aware
Attachment	2.54	Somewhat aware	4.17	Moderately aware	6.71	Extremely Aware
Blog	0.96	Not all aware	3.19		4.15	Moderately Aware
Chat	1.94	Slightly aware	4.56	Extremely Aware	6.5	Extremely Aware
Follower	0.85	Not all aware	3.46	Moderately aware	4.31	Extremely Aware
Friend	2.01	Slightly aware	3.78	Moderately aware	5.79	Extremely Aware
Geofilter	0.58	Not all aware	2.62	Somewhat aware	3.2	Somewhat Aware
Geotag	0.51	Not all aware	2.63	Somewhat aware	3.14	Somewhat Aware
Hangout	0.47	Not all aware	2.27	Somewhat aware	2.74	Somewhat Aware
Hastag	0.58	Not all aware	2.49	Somewhat aware	3.07	Somewhat Aware
Heart	1.82	Slightly aware	4.38	Extremely aware	6.2	Extremely

						Aware
Instagram	0.35	Not all aware	2.02	Slightly aware	2.37	Somewhat Aware
Like	2.94	Somewhat aware	4.15	Moderately aware	7.09	Extremely Aware
Live Streaming	0.71	Not all aware	3.38	Somewhat aware	4.09	Moderately Aware
Mention	0.74	Not all aware	3.70	Moderately aware	4.44	Extremely Aware
Notification	0.74	Not all aware	3.42	Moderately aware	4.16	Moderately Aware
Post	2.06	Slightly aware	3.82	Moderately aware	5.88	Extremely Aware
Share	0.61	Not all aware	3.61	Moderately aware	4.22	Extremely Aware
Shout out	0.56	Not all aware	2.90	Somewhat aware	3.46	Moderately Aware
Tag	0.63	Not all aware	3.68	Moderately aware	4.31	Extremely Aware
Trending/viral	0.57	Not all aware	3.55	Moderately aware	4.12	Moderately Aware
Troll	0.46	Not all aware	2.15	Slightly aware	2.61	Somewhat Aware
Tweet	0.45	Not all aware	2.07	Slightly aware	2.52	Somewhat Aware
Wall	0.50	Not all aware	2.84	Somewhat aware	3.34	Somewhat Aware
Total	25.24		81.73		106.97	

The table shows the level of awareness on the description and use of the following social media terminologies as to Gender. As it is shown in the table, for men, that most of description of their answers on the use of social media terminologies was “Not All Aware” in both private and group discussion while in female, as it is revealed in the table that most of description and use of terminologies was

“Extremely Aware” on the use of social media terminologies in both private and group discussion. In female the most top rank social media terminology was the “Like” with a total mean of 7.09 followed by “Attachment” with a total mean of 6.51 and next social media terminology is “Chat” with a total mean of 6.5 respectively.

Table 4.B: Level of Awareness on the description and Use of the following SocialMediaTerminologies as to the Gender

Indicators	Teaching		Non Teaching		Total Mean	Description
	Total	Description	Total	Description		
Avatar	2.15	Slightly Aware	0.74	Not all Aware	2.89	Somewhat Aware
Meme	2.66	Somewhat Aware	0.95	Not all Aware	3.61	Moderately Aware
Attachment	4.25	Extremely Aware	2.74	Somewhat Aware	6.99	Extremely Aware
Blog	3.29	Somewhat Aware	0.89	Not all Aware	4.18	Moderately Aware
Chat	4.09	Moderately Aware	3.16	Somewhat Aware	7.25	Extremely Aware

Follower	3.33	Somewhat Aware	1.07	Not all Aware	4.4	Extremely Aware
Friend	3.34	Somewhat Aware	2.57	Somewhat Aware	5.91	Extremely Aware
Geofilter	3.27	Somewhat Aware	0.98	Not all Aware	4.25	Extremely Aware
Geotag	2.18	Somewhat Aware	0.79	Not all Aware	2.97	Somewhat Aware
Hangout	1.90	Slightly Aware	0.75	Not all Aware	2.65	Somewhat Aware
Hastag	1.76	Not all Aware	0.64	Not all Aware	2.4	Somewhat Aware
Heart	3.28	Somewhat Aware	2.16	Somewhat Aware	5.44	Extremely Aware
Instagram	1.69	Not all Aware	0.62	Not all Aware	2.31	Somewhat Aware
Like	4.08	Moderately Aware	3.99	Moderately Aware	8.07	Extremely Aware
Live Streaming	2.62	Somewhat Aware	0.90	Not all Aware	3.52	Moderately Aware
Mention	3.43	Moderately Aware	1.08	Not all Aware	4.51	Extremely Aware
Notification	2.71	Somewhat Aware	0.93	Not all Aware	3.64	Moderately Aware
Post	3.61	Moderately Aware	1.89	Slightly Aware	5.5	Extremely Aware
Share	3.39	Moderately Aware	1.01	Not all Aware	4.4	Extremely Aware
Shout out	2.53	Somewhat Aware	0.66	Not all Aware	3.19	Somewhat Aware
Tag	2.58	Somewhat Aware	1.01	Not all Aware	3.59	Moderately Aware
Trending/viral	2.71	Somewhat Aware	0.69	Not all Aware	3.4	Somewhat Aware
Troll	2.14	Slightly Aware	0.51	Not all Aware	2.65	Somewhat Aware
Tweet	1.63	Not all Aware	0.42	Not all Aware	2.05	Slightly Aware
Wall	2.79	Somewhat Aware	0.70	Not all Aware	3.49	Moderately Aware
Total	71.41		31.85		103.26	

Table 4.B presents the level of awareness on the description and use of the following social media terminologies as to the gender. From the teaching staff, the top most rank social media terminology used was “Attachment” with a total mean of 4.25 and the most uncommon social media terminology used by them was “Tweet” with a total mean of 1.63. While in Non-teaching

staff the first three top most rank term use in social media terminology were like with a total mean of 8.07, chat with a total mean of 7.25 and attachment with a total mean of 6.99 respectively. And the most uncommon social media terminology use by the non-teaching staff is “Tweet” with a total mean of 2.05.

Table 4.C: Level of Awareness on the description and Use of the following SocialMediaTerminologies as to the Age Description

Indicators	Generation Z		Generation Y		Generation X		Baby Boomer		Total Mean	Description
	Mean	Description	Mean	Description	Total Mean	Description	Mean	Description		
Avatar	0.80	Not all aware	4.072	Moderately Aware	0.6	Not all aware	0.08	Not all aware	5.552	Extremely Aware
Meme	0.62	Not all aware	3.968	Moderately Aware	0.568	Not all aware	0.06	Not all aware	5.216	Extremely Aware
Attachment	3.52	Slightly aware	4.608	Extremely Aware	2.648	Somewhat Aware	0.14	Not all aware	10.916	Extremely Aware
Blog	3.69	Not all aware	4.312	Extremely Aware	1.584	Slightly Aware	0.06	Not all aware	9.646	Extremely Aware
Chat	4.00	Slightly aware	4.592	Extremely Aware	3.624	Moderately Aware	0.11	Not all aware	12.326	Extremely Aware
Follower	1.67	Not all aware	3.888	Moderately Aware	1.52	Slightly Aware	0.09	Not all aware	7.168	Extremely Aware
Friend	4.02	Not all aware	4.384	Extremely Aware	3.64	Moderately Aware	0.10	Not all aware	12.144	Extremely Aware
Geofilter	0.81	Not all aware	3.944	Moderately Aware	0.504	Not all aware	0.05	Not all aware	5.308	Extremely Aware
Geotag	0.81	Not all aware	4.104	Moderately Aware	0.56	Not all aware	0.04	Not all aware	5.514	Extremely Aware
Hangout	0.30	Not all aware	3.984	Moderately Aware	0.504	Not all aware	0.06	Not all aware	4.848	Extremely Aware
Hastag	0.58	Not all aware	4.28	Extremely Aware	0.52	Not all aware	0.05	Not all aware	5.43	Extremely Aware
Heart	3.83	Not all aware	4.328	Extremely Aware	3.664	Moderately Aware	0.16	Not all aware	11.982	Extremely Aware
Instagram	0.88	Not all aware	4.336	Extremely Aware	0.6	Not all aware	0.08	Not all aware	5.896	Extremely Aware
Like	3.76	Not all aware	4.68	Extremely Aware	4.712	Extremely Aware	0.15	Not all aware	13.302	Extremely Aware
Live Streaming	0.66	Not all aware	4.424	Extremely Aware	0.608	Not all aware	0.08	Not all	5.772	Extremely Aware

								aware		
Mention	0.45	Not all aware	4.408	Moderately Aware	1.624	Not all aware	0.09	Not all aware	6.572	Extremely Aware
Notification	0.70	Not all aware	4.328	Extremely Aware	0.64	Not all aware	0.06	Not all aware	5.728	Extremely Aware
Post	3.92		4.464	Extremely Aware	3.728	Moderately Aware	0.16	Not all aware	12.272	Extremely Aware
Share	1.87	Not all aware	4.144	Moderately Aware	0.648	Not all aware	0.09	Not all aware	6.752	Extremely Aware
Shout out	0.87	Not all aware	4.112	Moderately Aware	0.48	Not all aware	0.12	Not all aware	5.582	Extremely Aware
Tag	0.50	Not all aware	4.136	Moderately Aware	0.632	Not all aware	0.13	Not all aware	5.398	Extremely Aware
Trending/viral	0.66	Not all aware	4.256	Extremely Aware	0.64	Not all aware	0.14	Not all aware	5.696	Extremely Aware
Troll	0.63	Not all aware	3.864	Moderately Aware	0.448	Not all aware	0.04	Not all aware	4.982	Extremely Aware
Tweet	0.45	Not all aware	4.376	Extremely Aware	0.656	Not all aware	0.10	Not all aware	5.582	Extremely Aware
Wall	0.18	Not all aware	3.368	Somewhat Aware	0.376	Not all aware	0.06	Not all aware	3.984	Moderately Aware
Total	40.18		105.36		35.728		2.3		183.568	

The table 4.C shows the level of awareness on the description and use of the following social media terminologies as to the age. Most of the participants belong to generation Y and X while Baby boomers recorded as the least from generations. As presented on the table above it shows that most work category under Gen Z are not aware on the terms and use of the social media. While in Gen Y, the top most rank on the level of awareness on social media terminologies use were like which a mean of 4.68 has, attachment which has a mean of 4.608 and Chat which has a mean of 4.592 respectively. While in Gen X, the top most rank on the level of awareness on social media terminologies use were Trending/Viral which has a mean of 4.712, Geotag which has a mean of 3.728 and Blog which has a mean of 3.664 respectively. While in Baby Boomers, the top most terminologies were heart, post and

like. The table also shows that Like which has a total mean of 13.302, Chat which has a total mean of 12.326 and Post which has a total mean of 12.272 are the most common social media terminologies use in all the age generations. The table shows that all age generations: Gen X, Gen Y, Gen Z and Baby Boomers are extremely aware on like, chat and post social media terminologies. This result shows that most of the participants are already familiar with the use of cell phones and social media platforms. It is also stated on the study of Ramos, Domingo M., et. al. () that most of the participants belong to generation Millennial and X while Baby boomers recorded as the least from generations. This implies that most of the participants are already familiar with the use of computers and android cellphones where social media is accessible and commonly used and even become habitual in their life.

Table 5: Level of Awareness on the Description and Use of the following SocialMediaIcons

Table 5. A. Level of Awareness on the Description and Use of the following SocialMediaIcons as to Gender

Indicators	Male		Female		Total	Description
	Total	Description		Description		
Love it	1.92	Slightly Aware	4.78	Extremely Aware	6.69	Extremely Aware
Smiley	2.18	Somewhat Aware	4.88	Extremely Aware	7.07	Extremely Aware
Cool	1.90	Slightly Aware	4.73	Extremely Aware	6.63	Extremely Aware
Laugh	1.67	Not all Aware	4.89	Extremely Aware	6.56	Extremely Aware
Angry	1.92	Slightly Aware	4.08	Moderately Aware	6.00	Extremely Aware
Ok Thumbs up	2.12	Slightly Aware	4.71	Extremely Aware	6.83	Extremely Aware
Peace	1.67	Not all Aware	4.34	Extremely Aware	6.01	Extremely Aware
Strong	1.43	Not all Aware	4.46	Extremely Aware	5.89	Extremely Aware
Not ok, Thumbs down	1.22	Not all Aware	4.48	Extremely Aware	5.69	Extremely Aware
Blessed	1.60	Not all Aware	4.48	Extremely Aware	6.08	Extremely Aware
Applause	1.90	Slightly Aware	4.38	Extremely Aware	6.28	Extremely Aware
Sad	2.03	Slightly Aware	4.09	Moderately Aware	6.13	Extremely Aware
Total	21.55		54.29		75.84	

The table 5. Apresents the level of awareness on the description and use of the social media icons as to gender. As presented above it shows that the male is more aware on the first three most rank emoticons which are smiley with a mean of 2.18, followed by Ok or thumbs up which has a mean of 2.12 and Sad which has a mean of 2.03 while in female, the table shows that the female is more aware on the first three most rank emoticons which are the Ok or thumbs up which has a mean of 4.88, followed by Smiley which has a mean of 4.78 and

followed by Sad emoticon which has a mean of 4.73. The table shows that Both male and female are extremely aware on the use of Smiley emoticon which has a total mean of 7.07 followed by the Ok/Thumbs up which has a total mean of 6.83 and the Love It which has the total mean of 6.69 respectively. From the study of Huang, Albert H. et.al. (2008) “Exploring the potential effects of emoticons” results suggested that emoticons were not just enjoyable to use, but also a valuable addition to communication methods.

Table 5. BLevel of Awareness on the Description and Use of the following SocialMediaIcons as to the Gender

Indicators	Teaching		Nonteaching		Total Mean	Description
	Mean	Description	Mean	Description		
Love it	4.43	Extremely Aware	4.95	Extremely Aware	9.38	Extremely Aware
Smiley	4.63	Extremely Aware	2.73	Somewhat Aware	7.36	Extremely Aware
Cool	3.98	Moderately Aware	0.93	Not all Aware	4.90	Extremely Aware
Laugh	3.53	Moderately Aware	3.91	Moderately Aware	7.44	Extremely Aware
Angry	4.22	Extremely Aware	2.93	Somewhat Aware	7.15	Extremely Aware
Ok Thumbs up	4.70	Extremely Aware	4.10	Moderately Aware	8.80	Extremely Aware
Peace	4.19	Moderately Aware	2.20	Somewhat Aware	6.39	Extremely Aware
Strong	4.24	Extremely Aware	2.57	Somewhat Aware	6.81	Extremely Aware
Not ok,	3.71	Moderately Aware	0.73	Not All Aware	4.43	Extremely

Thumbs down						Aware
Blessed	4.01	Moderately Aware	1.82	Slightly Aware	5.83	Extremely Aware
Applause	4.51	Extremely Aware	1.52	Slightly Aware	6.03	Extremely Aware
Sad	3.93	Moderately Aware	1.28	Not at All	5.21	Extremely Aware
Total	50.06		29.66		79.72	

The table 5.B shows the level of awareness on the description and use of the following social media icons as to the gender. The table revealed that the teaching staff is extremely aware on the following social media emoticons the Ok/Thumbs up which has a mean of 4.7, followed by Smiley which has a mean of 4.63 followed Applause which has a mean of 4.51 respectively while the non-teaching staff is extremely aware on the Love It which has

a mean of 4.95 and Ok/Thumbs up which has a mean of 4.1 and moderately aware on Laugh emoticon which has a mean of 3.91. Both teaching and non-teaching staff are extremely aware on the following emoticons such as: Love It with a total mean of 9.38 followed by Ok/Thumbs Up which has the total mean of 8.80 and Laugh emoticon which has the total mean of 7.44 respectively.

Table 5. C. Level of Awareness on the Description and Use of the following Social Media Icons as to the Age Description

Indicators	Generation Z		Generation Y		Generation X		Baby Boomer		Total	Description
	Mean	Description	Mean	Description	Mean	Description	Mean	Description		
Love it	4.43	Extremely Aware	4.78	Extremely Aware	3.20	Moderately Aware	0.20	Not all Aware	12.61	Extremely Aware
Smiley	3.65	Moderately Aware	4.93	Extremely Aware	3.50	Moderately Aware	0.23	Not all Aware	12.32	Extremely Aware
Cool	1.42	Not all Aware	4.27	Extremely Aware	3.12	Somewhat Aware	0.20	Not all Aware	9.00	Extremely Aware
Laugh	3.42	Moderately Aware	4.32	Extremely Aware	3.63	Moderately Aware	0.18	Not all Aware	11.55	Extremely Aware
Angry	3.50	Moderately Aware	4.05	Moderately Aware	2.52	Somewhat Aware	0.13	Not all Aware	10.20	Extremely Aware
Ok Thumbs up	4.60	Extremely Aware	4.88	Extremely Aware	3.97	Moderately Aware	0.22	Not all Aware	13.66	Extremely Aware
Peace	3.47	Moderately Aware	4.20	Moderately Aware	3.32	Somewhat Aware	0.15	Not all Aware	11.14	Extremely Aware
Strong	1.38	Not all Aware	4.22	Extremely Aware	3.10	Somewhat Aware	0.10	Not all Aware	8.80	Extremely Aware
Not ok, Thumbs down	1.35	Not all Aware	3.96	Moderately Aware	2.52	Somewhat Aware	0.12	Not all Aware	7.94	Extremely Aware
Blessed	3.57	Moderately Aware	4.07	Moderately Aware	2.33	Somewhat Aware	0.15	Not all Aware	10.12	Extremely Aware

Applause	2.55	Somewhat Aware	4.31	Extremely Aware	3.38	Somewhat Aware	0.22	Not all Aware	10.46	Extremely Aware
Sad	1.45	Not all Aware	4.05	Moderately Aware	2.90	Somewhat Aware	0.15	Not all Aware	8.55	Extremely Aware
Total	34.79		52.02		37.48		2.05		126.34	

The table 5. C presents the level of awareness on the description and use of the social media icons as to the Age generation. In this table it is revealed that Gen Z is extremely aware on the emoticons like Ok/Thumbs Up which has a mean of 4.60 followed by Love It emoticon which has a mean of 4.43 followed by moderately aware on Smiley emoticon which has a mean of 3.65. In Gen Y it is extremely aware on the following emoticons like Smiley which has a mean of 4.93 followed by Ok/Thumbs Up which has a mean of 4.88 and next is Love It which has a mean of 4.78. It is revealed also that in Gen X is moderately aware on the following emoticons such as Ok/Thumbs Up which has a mean of 3.97 followed by Laugh which has a mean of 3.63 and Smiley which has a mean of 3.50. For the Baby Boomers generation it is revealed that Smiley, Ok/Thumbs Up and Applause are in the top most rank. The table shows that in all the Age

generations the most top rank emoticons are Ok/Thumbs Up which has a total mean of 13.66 followed by Love It that has a total mean of 12.61 and Smiley which has a total mean of 12.32. From the study of Ramos, Domingo M. et.al (2020), it is stated in their study that both generation Z and Millennial are Moderately Aware while generation X are slightly aware and Boomer are no longer aware of the different social media terminologies. This implies that the level of awareness differs from each generation in terms of terminologies from generation X and later generations except millennial generation and onward which causes communication barriers among faculty and non-teaching staff members. The use of social media terminologies should be avoided during interaction across the demographic group to avoid misunderstanding and misinterpretation.

Table 6. Social Media and its Implication among work category member of Kalinga State University, Bulanao Campus

Indicators	1	Mean	2	Mean	3	Mean	4	Mean	5	Mean	Total
1	11	0.06	16	0.19	51	0.89	53	1.24	40	1.17	3.56
2	7	0.04	13	0.15	33	0.58	87	2.04	31	0.91	3.71
3	17	0.10	23	0.27	29	0.51	39	0.91	63	1.84	3.63
4	4	0.02	7	0.08	22	0.39	57	1.33	81	2.37	4.19
5	6	0.04	11	0.13	25	0.44	32	0.75	97	2.84	4.19
Total	45	0.26	70	0.82	160	2.81	268	6.27	312	9.12	19.28

The table 6presents the social media and its implication. The table revealed that most of the work category strongly favor that social media interactions tighten bonds among employees during and after office hours which has a mean of 2.84. All faculty and non-teaching staff Somewhat Favor that through postings employee earned more friends and sympathy from their co-employee which has a mean of 0.91. On the study of Ramos, Domingo M. et.al. (2020) found out that all faculty and non-teaching staff *Somewhat Favor* that social media has a positive effect on their social relationship.

VII. SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

Summary of Findings

1. Respondent's demographic profile

As been presented above that the demographic profile of the work category according to:

a. Gender - the demographic profile according to Gender it was found out that facebook and messenger were the most commonsocial media platforms use by male and female work category, followed by the google and instagram respectively.

b. Work Category - facebook, messenger and google were the most common active social media platforms use by both teaching and non-teaching staff members.

c. Age Generations - Facebook and messenger were the top most rank active social media platforms use in all age generations.

2. Level of Awareness on the description and Use of the following SocialMedia Platforms

On the level of awareness it is found out that males were not aware on the use of most social media platforms and female, has revealed that it is extremely aware on the most active social media platforms. The topmost rank common active social media platforms used by faculty and non-teaching staff members are Facebook and Messenger followed by YouTube and Google+ respectively. All age generations: Gen X, Gen Y, Gen Z and Baby Boomers are extremely aware on like, chat and post social media platforms. This implies that Facebook was the most familiar and commonly utilized for postings and sharing of both pictures and movies purposely intended for collecting social reactions while Messenger was used as communication media both for private and group communications.

3. Level of Awareness on the Description and Use of the following SocialMediaIcons

Both male and female are extremely aware on the use of emoticons especially Smiley which is one way of expressing one's emotion or feeling. Both teaching and non-teaching staff also are extremely aware on the following emoticons which are Love It, Ok/Thumbs up and Laugh. Both generation Z and Millennial are Moderately Aware while generation X are slightly aware and Boomer are no longer aware of the different social media terminologies. This implies that the level of awareness differs from each generation in terms of terminologies from generation Y and later generation X to generation Z but baby boomers are not aware on some of the social media icons.

4. Social Media and its Implication among work category member of Kalinga State University, Bulanao Campus

All Faculty and Non-teaching Staff members had a positive experience in social media interactions that tighten the bonds among employees during and after office hours as reflected by grand mean of 2.84 with a descriptive interpretation of Somewhat Favor.

Conclusion

Based on the findings, most of the Faculty and Non-teaching Staff members are already computer literate and familiarly using social media applications in posting, sharing of pictures and movies while messenger app is mostly used as their medium communication. However, the use of social media terminologies and emoticons should be avoided during interaction across demographic group to avoid misunderstanding and misinterpretation. Social media implications really help tighten the relationship ties among faculty and non-teaching staff members despite their different work places and distances.

Recommendations

Based on the findings and conclusions, the researchers recommend the following:

1. For the Generation Baby Boomers and X to undergo vocabulary update on the common platforms, terminologies, emoticons used in social media.
2. For the Generation Y and Generation X to minimized the use of common social terminology and emoticons when communicating and interacting with other demographic groups to avoid miscommunication and misinterpretation.
3. For male employees, the researchers recommend to update themselves on the common active social media platforms for them to catch up the new trend of technology.
4. Teaching and non-teaching employees, they will be recommended to strongly favor all the interactions in using social media emoticons, platforms and terminologies.

VIII. IMPLEMENTING SCHEDULE/WORK PLAN (DEVELOPMENTAL)

Activities	July	August	September	October	November	December
Request permission to conduct a study						
Printing of survey Questionnaire						
Floating of Questionnaire						
Data Collection and Statistical Treatment						
Analysis and interpretation and finalization						
Submission of the final report and hardbound and e-files in PDF format						

Publication/dissemination of results in reputable research journals						
---------------------------------------------------------------------	--	--	--	--	--	--

IX. BUDGETARY REQUIREMENT

ITEM	YEAR				TOTAL
	Q1	Q2	Q3	Q4	
I. Personal Services (PS)					
A. Honoraria					1,000.00
B. Salaries and Wages					2,000.00
Sub-Total for PS					3,000.00
II. Maintenance and Other Operating Expenses (MOOE)					
A. Travelling Expenses					5,000.00
B. Communication Expenses					
C. Supplies and Materials					
D. Professional Services					2,000.00
E. Labor and Wages					
F. Repair and Maintenance					7,000.00
G. Other Maintenance and Operating Expenses					
Sub-Total for MOOE					
III. Machinery and Equipment Outlay (EO)					
Sub-Total for EO					
TOTAL COST					10,000.00

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SURVEY QUESTIONNAIRE

Dear Work category,

We are conducting a research study entitled **Level of Awareness on Social Media and its Implications among the Employees of Kalinga State University Bulanao Campus**

Kalinga State of Kalinga University Bulanao Campus, in this regard in order to gather the data for this study we are soliciting your full support and participation to complete the survey questionnaire given to the best of your knowledge. Rest assured that all data gathered will be treated and kept confidential.

Thank you and stay safe.

Researchers

NAME (Optional): _____ Age : _____

Gender: _____

1. What are the common social media applications that you are using?

- () FACEBOOK () INSTAGRAM () WhatsApp
() MESSENGER () TUMBLER () Google+
() BLOGS () LINKEDIN
() FLICKR () YOUTUBE

OTHERS (Pls specify) _____

2. What is the level of awareness on the description and use of the following social media terminologies?

- 1 - Not All Aware 2 - Slightly Aware 3 - Somewhat Aware
4- Moderately Aware 5- Extremely Aware

Social Media Terminology	Description	Awareness				
		1	2	3	4	5
1. AVATAR	A character that represents an online user.					
2. MEME	Memes on social media are funny pieces of text, videos, or images that go viral					
3. ATTACHMENT	A computer file sent along with an email message.					
4. BLOG	Second-generation Internet publishing tools that blend features of both traditional blogging and social networking					
5. CHAT	A web rooms, where people talk online with each other on various topics					
6. FOLLOWER	A user on social media who has subscribed to see your posts in their feed					
7. FRIEND	Are people you interact with on the various social media platforms: Twitter, Facebook, Instagram, etc.					
8. GEOFILTER	They are pretty graphics that dress up a Snap					
9. GEOTAG	The process of adding geographical identification metadata to various media such as a geotagged photograph or video, websites, SMS messages, QR Codes or RSS feeds and is a form of geospatial metadata.					

10. HANGOUT	Hangouts Chat helps teams collaborate easily and efficiently					
11. HASHTAG	A way of connecting your posts on social media to other posts on the same subject or trending topic					
12. HEART	Heart symbol characters and love text emoji to your FB Facebook, Instagram, Twitter, Roblox, etc. Small icon can lead to big consequences					
13. INSTAGRAM	A simple, fun & creative way to capture, edit & share photos, videos & messages with friends & family					
14. LIKE	To enjoy or approve of something or someone					
15. LIVE STREAMING	Broadcasting video and sound of an event over the internet					
16. MENTION	A public greeting to a named person					
17. NOTIFICATION	A message that displays outside your app's UI to provide the user with reminders					
18. POST	Online message publishing					
19. SHARE	Broadcasting of web content on a social network to their connections, groups, or specific individuals					
20. SHOUT OUT	Usually refers to when one user shouts out another, typically by "tagging" them					
21. TAG	Tags allow social media users to engage an individual					
22. TRENDING/VIRAL	A subject or event that has a sudden surge in popularity on social media.					
23. TROLL	A process of creating discord on the Internet by starting quarrels or upsetting people by posting inflammatory or off-topic messages in an online community					
24. TWEET	Tweeting is posting short messages for anyone who follows you on Twitter					
25. WALL	A digital signage displayed in Facebook page					

3. What is the level of your awareness on the description and use of the following social media icons?









1 - Not All Aware






2 - Slightly Aware

3 - Somewhat Aware

4- Moderately Aware

5 - Extremely Aware

Social Media Terminology	Description	Awareness				
		1	2	3	4	5
 	Love it					
	Smiley					
	Cool					
	Laugh					
	Angry					
	Ok, Thumbs up					
	Peace					

	Strong					
	Not Ok, Thumbs down					
	Blessed					
	Applause					
	Sad					

4. Social Media Practices of Faculty and Non-Staff of Kalinga State University, Bulanao Campus

1- Strongly Oppose

2- Somewhat

3 - Neutral

4- Somewhat Favor

5 - Strongly Favor

PRACTICES	1	2	3	4	5
Only significant events are posted in my social media wall					
I strictly observed legal and ethical considerations before posting to social media					
I reviewed shared photos, videos before re-sharing and responding with likes, dislike and using other emoticon responses					
I consider others feelings before indicating comments and emotional reactions on others wall or posts					
I used proper text formats and voice tone during conversations to avoid misinterpretation					

5. Social Media and its Implication among work category member of Kalinga State University, Bulanao Campus

1- Strongly Oppose

2- Somewhat

3 - Neutral

4 - Somewhat Favor

5 - Strongly Favor

INTERACTIONS	1	2	3	4	5
I warmly received co-employees concerns through positive comments, shares, likes and heartfelt emoticons					
Through postings I earned more friends and sympathy from my co-employees					
I gain more respect and recognition through posting, sharing, pictures, videos and responding to other posts					
Through social media postings and interactions all worked related issues and problems are clearly and peacefully settled					
Social media interactions tighten bonds among employees during and after office hours					



Money Management and Difficulties among Laboratory High School Students

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Received: 22 Nov 2022; Received in revised form: 19 Dec 2022; Accepted: 25 Dec 2022; Available online: 31 Dec 2022

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(<https://creativecommons.org/licenses/by/4.0/>).

Abstract— This study assessed the level of personal financial literacy of Kalinga State University Laboratory High School students and aimed to determine student's finance opinions, decisions, practices, and financial challenges. Researchers used statistical tools like frequency count and simple mean to analyze the obtained data through a structured questionnaire distributed to 298 respondents. The study revealed a need for students to improve their finance knowledge for the better. Areas that need improvement include knowledge on the inflation rate, the distinction between depository accounts, saving and borrowing options that give the lowest and highest interest rates. More than most students do not have savings accounts, and less than half of them maintain very detailed financial records. Almost the majority of the students experience running out of money before the next allowance arrives. As a result, they borrow from relatives, friends, and acquaintances and borrow cash even with interest. The findings support the need for personal financial literacy education, significantly extending help on areas where students are less knowledgeable. The recommendation includes the development of Information, Education, and Communication (IEC) material distributed to improve students' financial literacy and strengthen more good economic behavior. Also, the Student Affairs and Placement Services office of the University should link with institutions that offers part-time jobs. Likewise, it should provide student organizations financial assistance to implement income-generating projects, thereby running out of money before the next allowance arrives would be addressed. Lastly, a laboratory cooperative with BIBAK Multi-Purpose Cooperative as the mother cooperative needs to be organized to solve students' problems on saving and borrowing money.

Keywords— Financial Literacy, Financial Problems, Laboratory High School, Savings.

I. INTRODUCTION

It is noteworthy to recognize the effort of the Philippine government when it comes to giving support to free public elementary and high school levels as well as scholarships grants and providing programs to promote and help underprivileged but deserving students. With all of these constitutional provisions, elementary and high school students are seen to be the country's future masters, they are significantly considered as the future heroes of the nation. However, most students face numerous challenges in achieving their best academic performance. To complete an educational program, much more than just studying is required. A variety of issues, including time management, financial problems, sleep deprivation, social activities, and

for some students, caring for their families can all jeopardize a student's academic performance. Despite the difficulties, for them to integrate smoothly into society in the future, we should teach them to finance as early as possible, in addition to significant subjects such as science, English, and the like. According to Su and Deng (2012), 79 percent of high school students never summarize their pocket money expenses, 64 percent have no plan for their pocket money, and only 12 percent have a summary and budget.

The modern economy is based on money. Money is extremely important in this society (Jin, 2011). Understanding Personal Financial Management is an efficient way to manage private property. Everyone has

personal property, which will cause financial difficulties. High school students will soon enter society. Their financial management skills will have a direct impact on their future lifestyle and attitude. As a result, it is critical to have excellent financial education or good personal financial management.

Today's standard of living is constantly rising. Some parents are always spoiling their children. They keep giving children more pocket money and lucky money. To bless the younger generation, the elders provide them with a sum known as lucky money. However, how is this money spent? Are these consumers' spending habits reasonable? What type of personal financial management concept should high school students have? What impact does family or peer financial education have? The use of the questionnaire allowed the researchers to form a general picture of the laboratory high school students' financial management situation, discover their characteristics, analyze their financial behaviors, and make rational recommendations.

Financial literacy is a necessary skill in societies that value individual responsibility and self-sufficiency. This is also true for young people in a financially complex community (Amagir et al., 2020). This has led to the realization that improved knowledge and understanding of financial concepts and risks could improve financial decision-making among adults and young people (Lusardi, 2019). The high school student's financial literacy must be measured to determine which groups are at risk and the factors being associated with low financial literacy. Such information can identify young people who need financial literacy education and design effective financial education programs tailored to specific groups. Likewise valuable for crafting policies to improve student financial choices and prepare them to make sound financial decisions, ultimately assisting them to be financially stable. The number of countries where financial education is taught in schools is growing (Lusardi, 2019). However, it is not currently required in the Philippines' elementary and secondary school curricula.

Financial literacy is defined by the OECD (2014, 33) as "knowledge and understanding of financial concepts and risks, as well as the skills, motivation, and confidence to apply such knowledge and understanding to make effective decisions across a range of financial contexts."

Students' prior experience managing their finances is essential in financial literacy. Mandell (2008b) discovered that high school students who use an ATM card for purchases and cash withdrawals have higher financial literacy than those who only use a card for cash withdrawals or do not use an ATM card. Students who use

a credit card, on the other hand, have significantly lower financial literacy than those who do not. Students who have bank accounts and those who have worked in the paid labor force are more financially literate (Mandell 2008b). Finally, it has been demonstrated that time preference is significant, with impatience associated with lower financial literacy (Lusardi et al. 2010).

Given the potentially severe consequences of poor financial literacy (Lusardi and Mitchell 2007, Lusardi et al. 2010, Gerardi et al. 2010), policymakers and education providers must understand how to improve financial literacy, particularly among young people. Understanding the factors associated with financial literacy in current educational program settings is a critical first step toward developing appropriate educational materials.

II. OBJECTIVES OF THE STUDY

The purpose of this study was to demonstrate personal financial literacy among junior and senior high school students at Kalinga State University Laboratory High School. To fulfill this, the research was organized around the following specific goals.

1. To assess students' general understanding and knowledge of money management, budgeting, savings, and borrowing.
2. To ascertain the student's finance attitudes, decisions, and practices; and
3. To investigate the difficulties in the laboratory high school students' financial management.

III. MATERIALS AND METHODS

Research design

This study's research design enabled the researchers to determine the student's understanding of personal finance, determining student's profile using personal characteristics, gender; age, and study field. The survey strategy was used in the research, which allows for an efficient way to gather the necessary information from the study population.

The locale of the study

The Kalinga State University Laboratory High School is composed of the Junior and Senior high school students. For the Junior High, there are ninety-four (94) grade 7, one hundred thirty-five (135) grade 8, one hundred thirty-one (131) grade 9, and one hundred twenty-one (121) grade 10 students, while in the Senior High level, there are three hundred sixty-four (364) grade 11 and three hundred sixteen (316) grade 12. In total, we have four hundred eighty-one Junior High with 208 males and 273 females, whereas six hundred eighty with 261 males and 419 females for the Senior High level.

Population of the Study

For this study, the institutional population consists of Junior and Senior High School Students at Kalinga State University Laboratory High School. The Senior High has only three strands that include Accountancy, Business and Management (ABM), Humanities and Social Sciences Strand (HUMSS), and the Science, Technology, Engineering, and Mathematics Strand (STEM). The total number of laboratory high school students is 1,161, including 481 Junior High Students and 680 Senior High Students. Using Slovin's formula, $n = N / (1 + Ne^2)$ with 5% margin of error, the sample population is 298 for equal distribution of the sample, 149 sample size came from the senior 149 from junior high students.

Sampling method

The researchers adapted the purposive sampling method to obtain data. Therefore, the researchers randomly

distributed the questionnaires to the KSU-LHS students to equal the sample size.

Data gathering procedure

The survey method was employed to obtain relevant data for interpretation. The researchers chose the Kalinga State University Laboratory High School to recommend improving the students' financial literacy most of their savings and spending behavior to function smoothly in society. The data was also collected using face-to-face interviews with a structured questionnaire and supplemented with personal interviews at the interviewer and respondent's convenience. During the questionnaire's filling-in, the researchers clarified any doubts about the questions on the spot. In checking, few respondents opted not to complete the portion on financial problems, merely stating their specific financial situations and suggesting how to solve them.

IV. RESULTS AND DISCUSSION

Table 1 general knowledge in personal money management, budgets, savings and borrowing

A. GENERAL PERSONAL FINANCE KNOWLEDGE

1. Personal finance literacy can help you

a	Avoid being victimized by financial scams	29	10%
c	Lead a financially secure life through forming healthy spending habits.	18	6%
	Learn the right approach to invest for your future needs and buy the right		
b	kind of insurance.	15	5%
d	Do all of the above	218	73%
e	Don't know	18	6%
	Total	298	100%

2. Personal financial planning involves

a	Establishing an adequate financial record keeping system.	46	15%
b	Developing a sound yearly budget of expenses and income	28	9%
e	Don't know	18	6%
c	Preparing plans for future financial needs and goals.	36	12%
d	All of the above	170	57%
	Total	298	100%

3. A personal budget will help you

a	allocate future personal income towards expenses	32	11%
e	don't know	25	8%
c	monitor the sources of your income	34	11%
b	prioritize your spending	53	18%
d	all of the above	154	52%

Total	298	100%
4. Which of these can be turned into cash easily?		
a Money in a fixed deposit account.	112	38%
c Don't know.	8	3%
b A car	16	5%
e A computer	21	7%
d Money in a current account.	141	47%
Total	298	100%
5. Imagine that the interest rate on your savings account was 10% per year and inflation was 11.5% per year. After a year you will be able to		
a buy more than today with the money in this account	84	28%
b the same as today with the money in this account	63	21%
c less than today with the money in this account	75	25%
d buy more of some goods and less of others	42	14%
e don't know	34	11%
Total	298	100%

B. YOUR KNOWLEDGE OF SAVINGS AND BORROWING

6. Which account usually pays the MOST interest?		
a Fixed Deposit	108	36%
b Savings Account	102	34%
c Current Account	56	19%
d Don't Know	32	11%
Total	298	100%
7. If you guarantee a loan for a friend, then		
a You become responsible for the loan payments if your friend defaults	110	37%
b It means that your friend cannot receive the loan by himself	78	26%
c You are entitled to receive part of the loan	55	18%
d You are in a better position to earn a personal loan	33	11%
e Don't Know	22	7%
Total	298	100%
8. Suppose you had a Php 100 in a savings account and the interest rate was 10 percent per year. After 1 year, how much do you think you would have in your account?		
a more than a Php 110	121	41%
b exactly a Php 110	156	52%
c less than a Php 100	5	2%
d the same as your savings of Php 100	6	2%

e don't know	10	3%
Total	298	100%

9. You need to borrow some money. Which of these sources is likely to charge a higher interest on the loan?

a Borrowing from the Government Student Loan Scheme.	65	22%
b Borrowing from the established Banks.	119	40%
c Borrowing from a private money lender	82	28%
d Borrowing from parents	10	3%
e Don't know	22	7%
Total	298	100%

Based on the result above, some respondents are not knowledgeable about personal finance literacy, financial planning, and importance of budgeting. Some do not distinguish between fixed and current deposits accounts. Not familiar with the impact of inflation to savings, the cost of borrowing. The implications of students having less knowledge about personal finance would concern their future. They would be more vulnerable to increased spending, borrowing, and investment scams. Individuals who are well-versed in personal finance will impact their lives because being financially literate entails fundamental behavioural changes in financial matters, allowing them to be financially stable and live secure lives.

C. Students personal finance opinions, behaviors, decisions and practices;

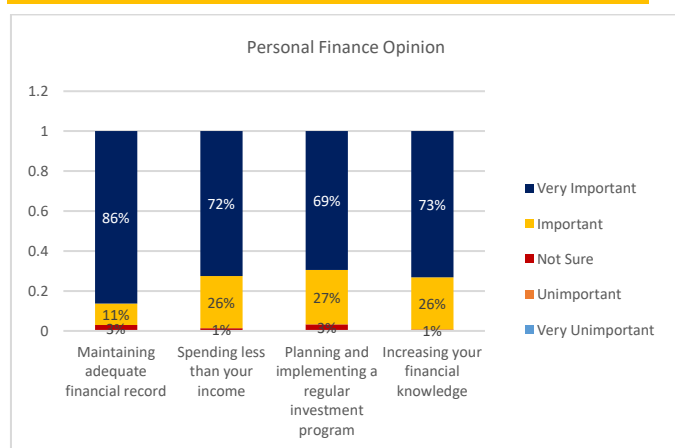


Fig. 1 Personal Finance Opinion

The figure above presents the respondents financial opinion on keeping financial record. It reveals that respondents find it very important to keep adequate financial record. This impose positive outlook for keeping adequate financial records keep you posted on what items have you spent your money. The result on spending less than the income was also commendable but based on table

1, question # 3 there are few respondents (8%) who do not monitor their expenses for they do not have knowledge about budgeting. Implementing regular investment program was also determined by respondents to be very important but looking at figure 8 more than have (63%) do not have savings. Increasing financial knowledge is found to be very important for the respondents and they preferred to have classroom instruction as their learning opportunity (table 1, Q 3) and they wanted to learn more about savings, budgeting, personal spending and banking and insurance (table 1, Q 2).

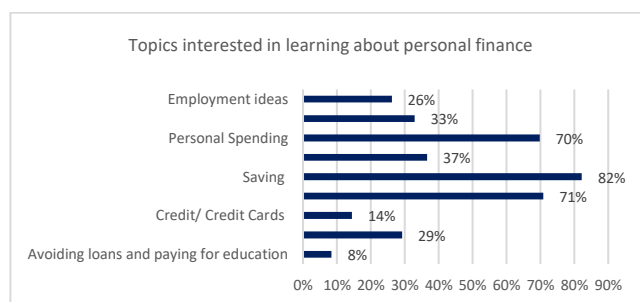


Fig.2 Topics about personal finance

Figure 2 presents that respondents are interested to learn about savings, budgeting, personal spending, banking and insurance. This implies the respondent's interest on making savings and improving their spending habits. Also, interested on services offered by banks and insurance companies.

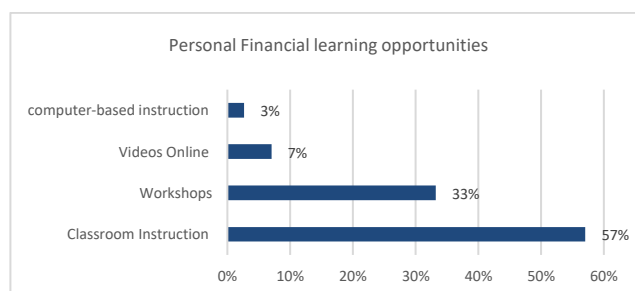


Fig.3 Learning opportunities

Respondents who wanted to improve their financial knowledge preferred learning opportunities in the classroom and workshops supplemented by online videos. This demonstrates that respondents are eager to improve their financial management. Recent studies have documented concerns about financial preparedness, revealing that both young and older adults lack the fundamental knowledge required to make sound financial decisions (Pillai, Kohli, & Roy, (2017).

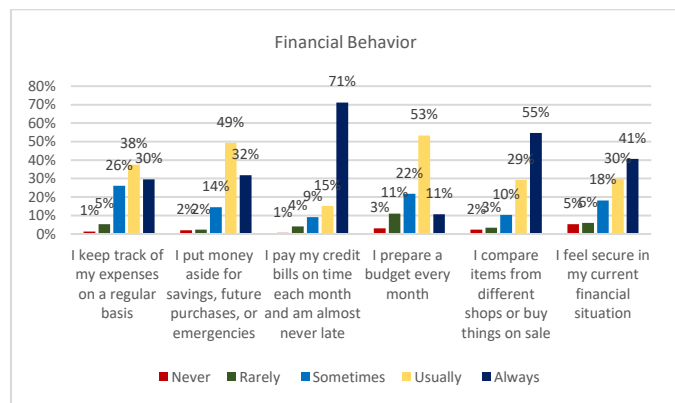


Fig.4 Financial Behavior

The above figure presents that respondents feel secure on their financial situation, they compare items from different shops or buys things on sale, they do prepare monthly budget, pay their bills on time, put money aside for savings, and they keep track of their expenses on a regular basis. These positive behaviors are commendable if individuals would really want to become financially sound. However, comparing the behavior of respondents to their practices, there are less than $\frac{1}{4}$ or 23% (figure 7) respondents who regularly set aside money each month for savings. When we live on very little savings or without savings these can cause big problems. Most especially in times of emergency. Based on the Student Money Survey 2017, parents are a lifeline for most students (83%). Now another problem arises when parents also do not save or have no savings. According to the Bangko Sentral ng Pilipinas (BSP) 2017 Financial Inclusion Survey, only 15.8 million adult Filipinos, or 22.6 percent of the total population, have bank accounts, while 52.8 million, or 77.4 percent, are unbanked.

Personal Finance Decisions

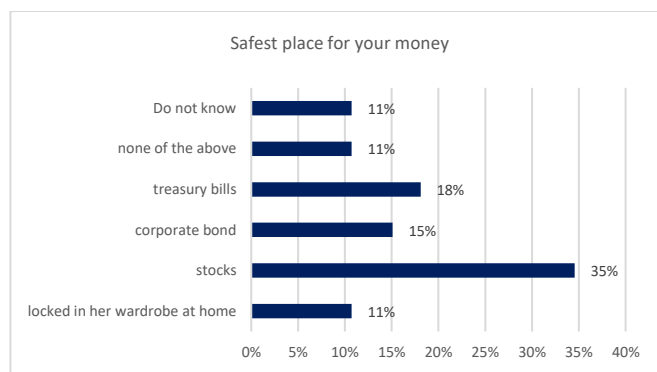


Fig.5

Figure 5 presents the decision of respondents if given the chance to invest their money. Presented with available financial instruments for investment, respondents think that stocks is the most safe investment opportunity. There are few who cannot decide of where to investment this is because of their lack of familiarity on these available investment opportunities in the market. Several studies have found that poor financial decisions reduce workplace productivity (Garman, Kim, Kratzner, & Brunson, 1999; Kim, Bagwell, & Garman; Kim & Garman, 2006).

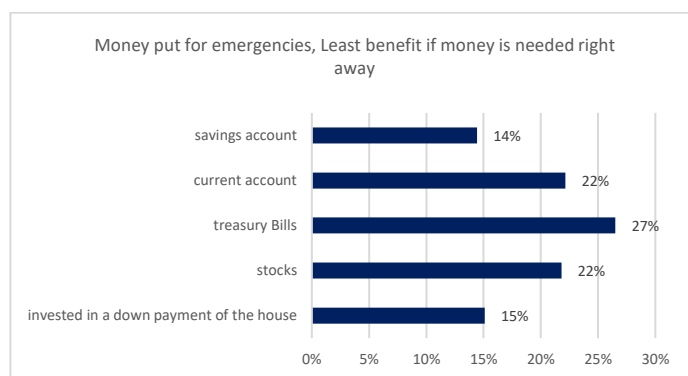


Fig.6

The figure above presents the threat being faced by respondents on making saving decision to financial services which they think are easily available if they need their money. This justifies the result on figure 5, which can bring financial problem if not corrected. Individuals must have to anticipate unforeseen events hence armed with right financial knowledge or understanding the financial environment would be an advantage for people who decided to put aside money for emergencies like making deposit accounts for the money can be readily be available for it is withdrawable anytime.

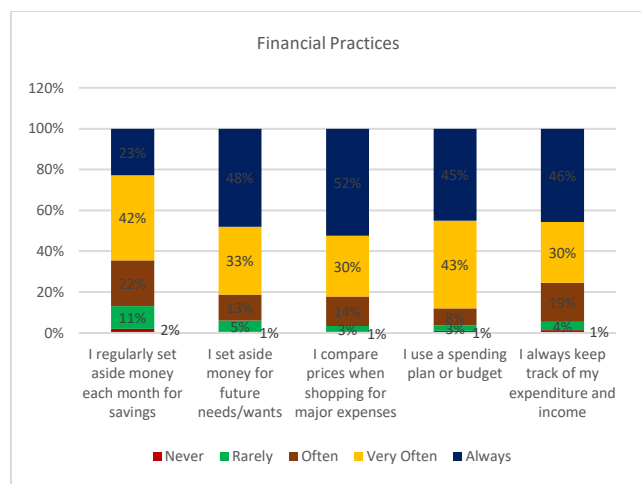


Fig.7

Figure 7 projects the financial practices of respondents. It is sad to note that although respondents feel they have a secure financial situation they are not actually practicing regularly a saving program. There are few respondents who do not keep track of their expenditure that is true for some are not keeping adequate financial records. The result depicts that respondents appear to be putting some money aside, at least for the short-term like saving for school supplies and for consumable goods.

D. Challenges in the financial management of the laboratory high school students.

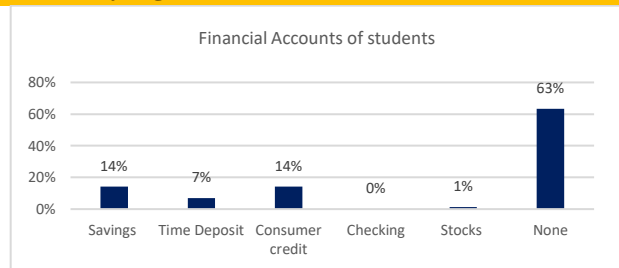


Fig.8

The figure above presents that more than half of the respondents do not have savings account. This is alarming because even if respondents have knowledge about general personal finance management and claimed favorable financial behavior they are not actually putting it in practice. One apparent reason for low saving rates is the low income of many Filipino citizens, which makes saving impossible due to a lack of spare cash. If you are genuinely determined to save, nothing is impossible if you have self-discipline and the right money management mindset. According to studies, approximately 25.2 percent of Filipino families are middle class, and 0.1 percent are 'upper' category, for 25.3 percent, but only 8 percent save or invest. This is disturbing for people who can save and invest but do not. Fear, ignorance, difficulty, and

disinterest are the most common reasons for not saving or investing (Inquirer.net).

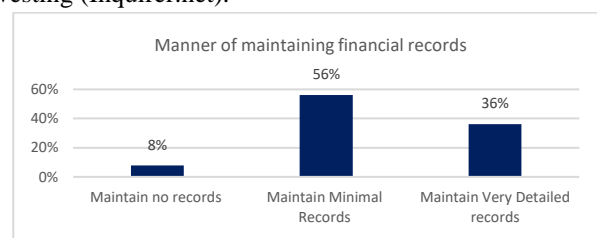


Fig.9

The figure presents the problem of respondents when it comes to financial records. There are less than a majority of respondents who are actually having a very detailed records. According to some studies, financially illiterate students do not keep adequate financial records, whereas those who are financially literate believe that keeping sufficient financial records is critical (Opuko, 2015).

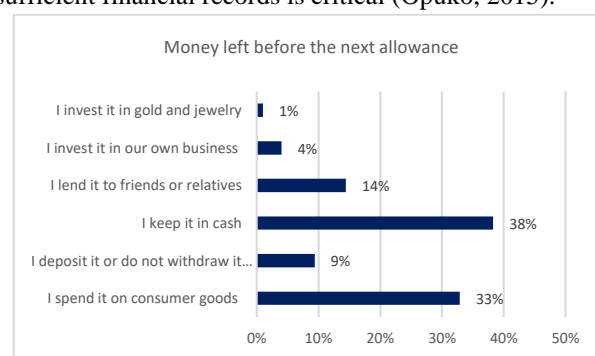


Fig.10

The figure above presents the experience of respondents on what they do when they have left money before the next allowance. Most of the respondents preferred to keep their money in cash, followed by spending it on consumer goods. There are few who are willing to take the risk of investing it by having their own business and investing into gold and jewelry. This is quite amazing for they are taking initiatives of increasing their money instead of keeping it in cash and spending it on consumer goods.

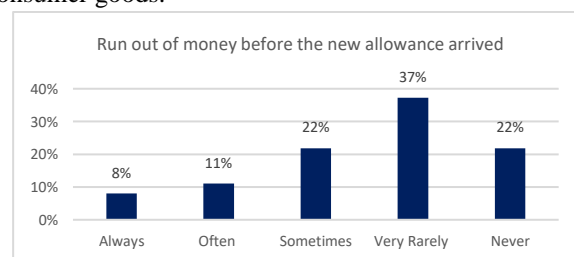


Fig.11

The figure presents the experience of respondents on the frequency of running out of money before the next allowance arrives. More than half of the respondents

claimed that they experienced running out of money before their next allowance arrives. Almost $\frac{1}{4}$ of them did not experience to be out of money before the next allowance arrives. This would tell us that some of them are able to manage well their finances by making both ends meet.

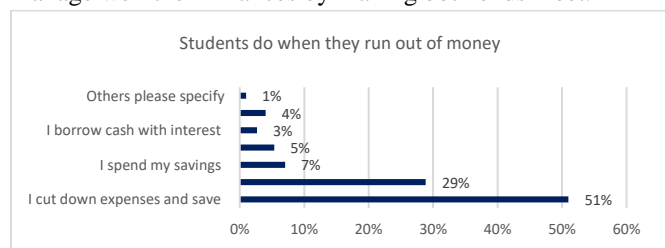


Fig.12

The figure above represents respondents' experiences with what they do when they run out of money before their next allowance arrives. It is good to note that more than half would cut down their expenses and save, however because of lack of savings more than $\frac{1}{4}$ of them would borrow from relatives, and friends. It is alarming that few

students opted to borrow with interest. This would mean danger for if they knew limited venues where to borrow money at a lower cost, then they would put their finances in danger.

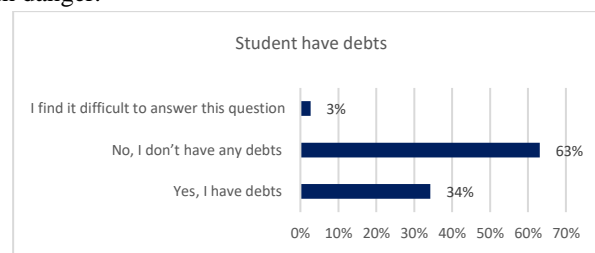


Fig.13

Figure 13 presents the concern of respondents on debt. Having no financial goal, not determined to save regularly it will lead individuals to borrowing. It is good to note that more than majority of the respondents do not have current debts or obligations. However, for some it is quite alarming for they are into debts considering that they do not have source of income to pay off their obligations.

Table 2

	Financial Problem	How it can be solved	Who is supposed to solve it	Suggestions
1.	Non-payment of Schools fees by students	Prepare for emergencies	Me, my parent	Make emergency fund available
2.	Do not receive money/allowance on time	Have part time job	Me	There should also be part time job available to students
3.	Skip meal/snacks	Have lunch box	Me	Affordable meal and snacks to be available in the school
4.	Non-Implementation of the Budget	Stick to the budget	Me	Stick to the budget
5.	Spent more, saved less	Lessen unnecessary spending	Me	Buy only needed things
6.	Do not know where to save/ borrow	Available information where to save and borrow	Me, School	Information drive about saving and borrowing

The table above presents some financial problems identified by respondents, as well as how they are able to be solved, who is supposed to solve and they also gave suggestions to address the problem.

The top financial concern of students is their non-payment of school fees, like photo copies of learning materials, some class contributions, and payment of membership registration among others. They acknowledge that they are responsible in solving such problem as well as their parents must be prepared for emergencies, and have extra money. Their suggestions if put into practice students would be able to avoid financial stress and would not give negative impact on their financial well-being as well as to their academic performance. Financial pressures are

among the sources of stress for students that have been observed in higher education systems around the world (Aherne, 2001; Joo, Durband, & Grable, 2008; Roberts, Golding, Towell, & Weinreb, 1999.)

The issue on respondent's unable to receive money on time would be solved according to them, if students will have part time job, in which these should be available for for them.

Skipping meal was one among the identified problems of the respondents, however they can solve the problem by taking lunch box. They suggested that affordable meal and snacks should be offered to students.

Non-implementation of budget, spending more and saving less, do not know where to save and borrow are some

issues and problems that can be solved personally by respondents as well as by making relevant financial information available to students.

V. Conclusion and Recommendation

- Based on this study's findings, a conclusion can be drawn that Kalinga State University Laboratory High students' level of financial knowledge was moderate. Some of the areas where they are less knowledgeable were topics about the inflation rate, the distinction between depository accounts like current, savings, and fixed deposit accounts, borrowing options that give lowest and highest interest. On the other hand, they know the importance of personal financial literacy, financial planning, and making a personal budget.
- As to students' personal finance opinions, they find it very important to maintain adequate financial records, spend less and save more, make a plan to implement a regular saving or investment program, and increase financial knowledge. Students are interested in learning more about savings, budgeting, personal investing, and banks and insurance companies' services, and they prefer to have the learning opportunity in the classroom. On the contrary, looking at their financial behavior and practices, there are less than a majority of them who always keep track of their expenses, put money aside for savings for future needs, and prepare a monthly budget. Students think that putting money in the stock market is the safest place to put their money, and treasury bills are the most liquid assets because they believe they can get back their money quickly in case of emergency.
- More than most students do not have savings accounts, and less than half of them maintain very detailed financial records. Almost the majority of the students experience running out of money before the next allowance arrives, and as a result, they borrow money from relatives, friends, and acquaintances and borrow cash with interest. Some identified financial problems include non-payment of school fees, do not receive allowance on time, skip meals, and do not know where to save and borrow money.

Through the findings of this study the following are being recommended:

- To increase the personal finance knowledge level of KSU laboratory high school students it is recommended to support the need for personal financial literacy education most especially extending help on areas where students have less knowledge like inflation rate as against savings interest rate, information on deposit accounts or other financial instruments as well as borrowing options available with lesser rate.
- To develop more good financial behaviors and practices like maintaining adequate financial records, keeping track of their expenses, preparing a personal budget and sticking to it, and saving regularly it is recommended to develop Information, Education and Communication (IEC) or knowledge materials and be available to students.
- To support students with financial problems and concerns most especially those who always run out of money before the next allowance arrives and opted to borrow to individuals with interest. It is recommended that the Student Affairs and Placement Services office should strengthen linkages with private institutions that allow students to have part time job, and encourage student organizations to implement income generating projects.
- To cater to students' problem on where to save and borrow money, a laboratory cooperative linked to BIBAK Multi-Purpose Cooperative as the mother cooperative should be created.

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Learning Needs Assessment in Purposive Communication among the English Freshmen of Kalinga State University, Philippines

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Received: 18 Nov 2022; Received in revised form: 13 Dec 2022; Accepted: 21 Dec 2022; Available online: 31 Dec 2022

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Abstract— *The study assessed the learning needs in Purposive Communication of the English freshmen of the Kalinga State University. It specifically looked into the (a) importance of the English language to their course; (b) macro skills needed by the students; (c) expectations of the students from their English course; (d) perceived difficulties of students along the five macro skills; (e) situations in which students learn best, (f) factors contributory to language learning of the students; (g) rhetorical patterns that are found useful by the students; and (h) self-assessment of students on their proficiency in the English language. Descriptive research method was used in this study. A survey questionnaire was used in order to assess the learning needs of the college freshman students. The learning needs are presented making use of ranking. The problem on learning needs assessment are categorized and presented in table forms. Categories are based on the six macro skills of the learners. It was found out that students consider their reading very satisfactory, yet they expect to learn more how to read. They also want to improve speaking and reading more than other skills. According to students, they have difficulty mostly in unlocking meanings, organizing ideas, choosing the right words, pronouncing correctly, using appropriate language, and analyzing content.*

Keywords— *needs assessment, learning, freshmen, purposive communication, Kalinga State University*

I. INTRODUCTION

The importance of English language is well recognized in the workplace and in the academe. One's proficiency and fluency in using the language bring advantage to an individual because English is the language in most business transactions. English language also serves as a tie between our people with other nations, and it is the medium of instruction in Philippine schools. In the remarks of Kilgour (1999) on the issue of multilingualism, he quoted the linguist Sapir (2000) who stated that language is not only a vehicle for the expression of thoughts, perceptions, sentiments, and values characteristic of a community. It also represents a fundamental expression of social identity. Sapir further emphasized that the mere fact of a common speech serves as a peculiar potent symbol of the social solidarity of those who speak the language. In short, language retention helps maintain feelings of cultural kinship.

The inclusion of Purposive Communication in English as a general education subject is one of the means in learning the language or if not in developing or enhancing one's skills in using the language. Dealing with the subject necessities is dealing with the learning needs of the students because of various reasons.

The link between "needs analysis" and language for specific purposes is examined by Robinson (2000), Hutchinson and Waters (1996), and Yalden (1987) emphasizing the importance of determining students' needs, "A movement towards learner-centered instruction and away from teacher-centered instruction and the consequent demand that teaching should be designed to meet the precise need of the learner". According to Munby (1978) and Yalden (1983) needs analysis is "the most characteristic feature of ESP course design". Moreover, Richards and Rodgers (1987) view needs analysis as "central to the

processes by which relevant content for specialized language course was determined (<http://www.esp-word.info/Articles-9/Griva/3.htm>).

Educators continue to explore new ways in order to address the problem of students who lack the language ability, thus not achieving communicative competence. Such known phenomenon is regarded as a frustration that result to the assessment of the various methods of teaching as well as revitalization of the curriculum as models in instruction. The offering of Purposive Communication in English as a general education subject as mandated by the Commission on Higher Education (CHED) likewise requires revitalization. Outcomes Based Education (OBE) is among the current trends being practiced in the Philippine educational system to meet the demands of global competition of workforce. This is a method, which uses content as a means of learning a language. Both content and language are equally important and are given the priorities. Brinton, Snow, and Wesche (1989) describe it as an instruction that focuses upon the substance or meaning of the content that is being taught. This is in contrast to “general literacy” or “general language” instruction, which uses topics or subject matter simply as a vehicle for teaching reading and writing, or the grammar or other “mechanics” of English language, as general processes.

According to Chamot and O’ Malley (1994) as cited by Herrero (2005) there are at least four reasons for incorporating content into English as a second Language (ESL) class. First, content provides students with an opportunity to develop important knowledge in different subject areas. Second, students are able to practice the language functions and skills needed to understand, discuss, read about, and write about the concepts developed. A third reason is that many students exhibit greater motivation when they are learning content than when they are learning language only. Finally, content provides a context for teaching students learning strategies. This focus on content knowledge, however, does not require a sacrifice of linguistic skills. On the contrary, Content-Based Instruction (CBI) implies a dual commitment to language and content-learning objectives (<http://revista.inie.ucr.ac.cr/articulos/2-2005/archivos/oral.pdf>). The advent of CBI in classes is seen to be part of the innovation in language teaching. Though it is not totally new, its proliferation is becoming wider in scope among teachers who are handling language particularly English classes.

In the Philippines, English proficiency among Filipinos is rather alarming. Result of board examinations show a decline in the English aptitude of the examinees, and industries find that applicants who are not spontaneous with their speech are growing in number. These are just few of

the problems being faced by educators. Sunstar (2005) published that the dominance of the Filipinos in English language is now in the brink of becoming a myth. Neighboring Asian countries, which have willfully adopted no-nonsense measures to learn the English language are now catching up and have even overtake the Philippines. It was also mentioned that the quality of education the students receive depends largely upon the skills and competence of the teachers; hence, any attempt to solve the English proficiency crisis in the Philippines must start with the teachers.

Understanding the students and their needs is a means of defining a plan, designing material and syllabi. Rouda and Kusy, Jr. (1995) explained that needs assessment is a systematic exploration of the way things are and the way they should be. These “things” are usually associated with organizational and/or individual performance.

Espinosa (1997) emphasized, thus:

The importance of the English language is still widely recognized leading to the different perspectives about second language learning that continue to flourish. Researches seek for resources in order to better understand arising situations concerning issues like the acquisition or learning of another language. Krashen (1991) stated that a second language can be acquired by obtaining a comprehensible input. Shot (n.d.) explained that one way to provide comprehensible input directly to the Limited English Proficient (LIP) students is by teaching content in English using strategies and techniques that make the content comprehensible to the second language learner (<http://www.ncela.gwu.edu/pubs/pigs/pig7.htm>). Through CBI, there is a development of use-oriented second and foreign language skills (Weshe, 1993). Met (1991) on the other hand, proposed that content in content-based programs represents material that is cognitively engaging and demanding for the learner, and is material that extends beyond the target language or target culture. Mohan as cited by Curtain (1985) stressed:

“Language is not just a medium of communication but a medium of learning across the curriculum. The goal of integration is both language learning and content learning. Content-based classrooms are not merely places where a student learns a second language; they are places where a student gains an education.” Instructional resources are very important components in a content based-instruction. These resources are guides in the implementation of classroom activities and are the support to cross-disciplinary works. Reeves as cited by Oliver (1997) said that learning is achieved through a process of constructing knowledge. When a learner is confronted with new knowledge, the learner’s intentions, previous experiences, and

metacognitive strategies are all essential elements in determining what becomes of the knowledge. Furthermore, Jonassen, as quoted by Oliver, et al. (1996) mentioned that effectiveness in any learning environment is based upon the types and levels of cognitive and metacognitive activity engendered in the learners. Hence, learning is enhanced by active environment in which students have cause to be engaged in processing personally relevant content and to be reflective during the learning process but it has to be noted that materials themselves do not teach but provide a medium that with appropriate use can support learning. The role of the teacher as well as the students has to be defined because no matter how good the materials are if they are not properly used with the appropriate people, they will fail in their purpose. Thus, Talmadge and Eash affirmed:

“Instructional techniques are important, but the use of instructional materials also influences student’s achievement, use of process skills, and other outcomes. Instructional materials provide the physical media through which the intents of the curriculum are experienced,”

Materials that are well-chosen and properly designed are the bases of tasks that language learners perform. Nunan (1989) considered communicative task as a piece of classroom work, which involves learners in comprehending, manipulating, producing, or interacting in the target language, while their attention is principally

focused on meaning rather than on form. According to Rico and Weed (1995) the tasks required of students should be appropriate to the discipline and should promote critical thinking. They also emphasized the role of the teacher with regard to the use of materials, and these include: the selection and modification of materials. Selecting material involves an initial choice of whether the teacher wishes to have one primary content source or a package of content-related materials. In modifying text, the goal is to improve comprehensibility without watering down the curriculum and increase clarity by organizing materials.

Better understanding of learning needs as well as development of language skills through assessment is geared towards the study on Learning Needs Assessment on Purposive Communication in English, thus, all the concepts mentioned above help shaped the framework of this study.

Needs Analysis/ Assessment

Hutchinson and Waters (1996) presented two concepts in relation to needs; these are “target needs” and the “learning needs.” Target needs refer to what the learner needs to do in the target situation and learning needs are understood as what the learner needs to do in order to learn. Target needs are further divided into necessities, lack, and wants.

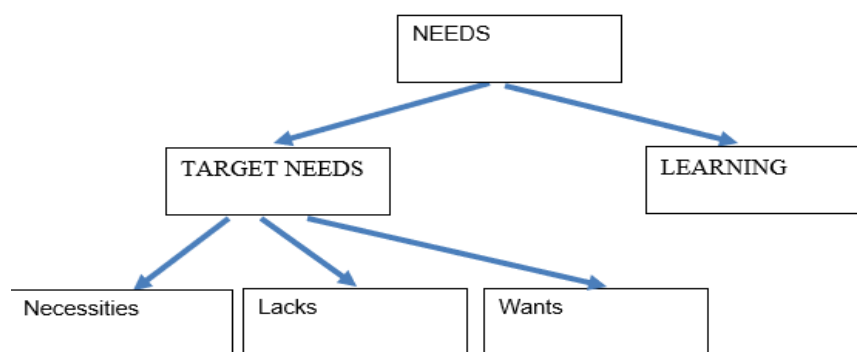


Figure 1. Taxonomy of Needs

Needs analysis refers to the activities involved in gathering information that will serve as the basis for developing a curriculum that will meet the learning needs of a particular group of students (Brown, 1995). It is considered to be an initial step to be taken by teacher inside the classroom. The result of which tells about the present situation of the students in relation to their language skills.

The process of needs assessment involves a set of decisions, actions, and reflection that are cyclical in nature (Graves, 2000).

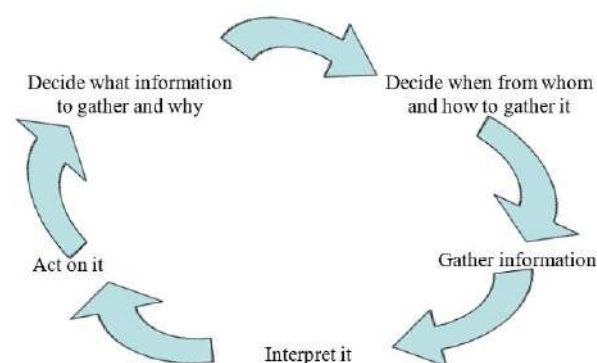


Fig.2. The Needs Assessment Cycle

The cycle entails a process, which identifies the gap between the current and the future situation of the learners. The gap will define the changes in the learning process and learning resources will then fill the said gap. Nunan (1988) stated that needs analysis includes a variety of techniques for collecting and analyzing information, both about learners and about language.

The kinds of information that syllabus designers collect include biographical information such as age, first language

background, reasons for learning the language, other languages spoken, and time available for learning and so on.

Thus, the study determines the learning needs in Purposive Communication among the English freshmen of Kalinga State University, and recommend suggestion for curriculum developers, teachers, and those who are involved in the production of instructional materials on what to consider in targeting the learning needs of the respondents.

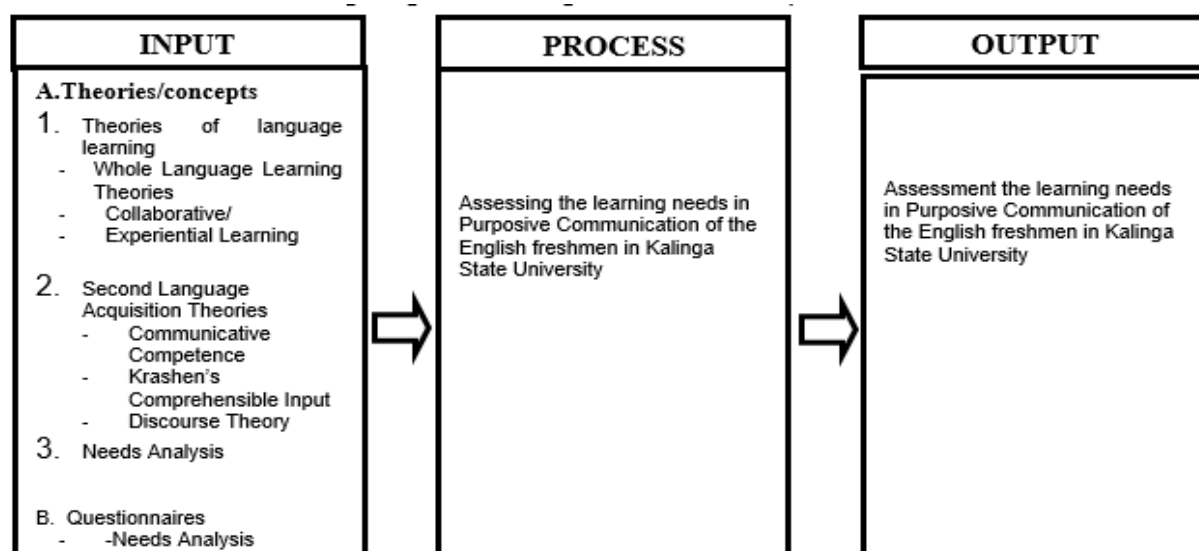


Fig.3 Paradigm of the Study

II. METHODOLOGY

The study was conducted in Kalinga State University during the first semester of school year 2019. Kalinga State University was chosen as the location of the study because it is in the University that offers Purposive Communication in English and it is where the researchers teach English subjects. A self-developed questionnaire based on the literature, related studies and the details of the course and syllabus of purposive communication provided by CHED. It was used to determine the linguistic needs of the college freshman students. The linguistic needs include the following macro-skills: reading writing, speaking, listening, viewing and presenting. To test the validity of the questionnaire, it was pilot tested to students who were not respondents of the study but whose characteristics are similar to those of the respondents.

The data was gathered from the student-respondents in the form of survey questionnaires. The researchers sought permission from the different University Officials:

First, they sought permission to the University President to conduct the study.

Second, they sought permission specifically to the different College Deans or the different College Program Chairmen to administer the questionnaires to the college freshman students enrolled in Purposive Communication classes. Third, permission was sought to the Instructors/Professors who handle the subject Purposive Communication to enter to their classes for the administration of the questionnaires to the student- respondents.

The questionnaires were administered personally by the researchers the moment they got permission from the respective and concerned university officials. They retrieved the same questionnaires after these were answered by the respondents on site.

The discussion and analysis of the data was based on result of the learning needs assessment conducted among the college freshman students enrolled in the Purposive Communication as a GE English subject.

Descriptive research method was used in this study. A survey questionnaire was used in order to assess the learning needs of the college freshman students. The learning needs are presented making use of ranking.

The problem on learning needs assessment are categorized and presented in table forms. Categories are based on the six macro skills of the learners

III. RESULTS AND DISCUSSION

First, the results of percentage share on importance of Purposive Communication in English as a subject is presented. This is followed by results of the ranking of learning needs of the college freshman student-respondents.

Importance of English language to the respondents' course

Table 1. Percent of students who consider Purposive Communication in English as an important subject

Frequency	Number	Percent
Yes	522	99.6
No	1	.2
Undecided	1	.2

1.2. Macro skills needed by the students

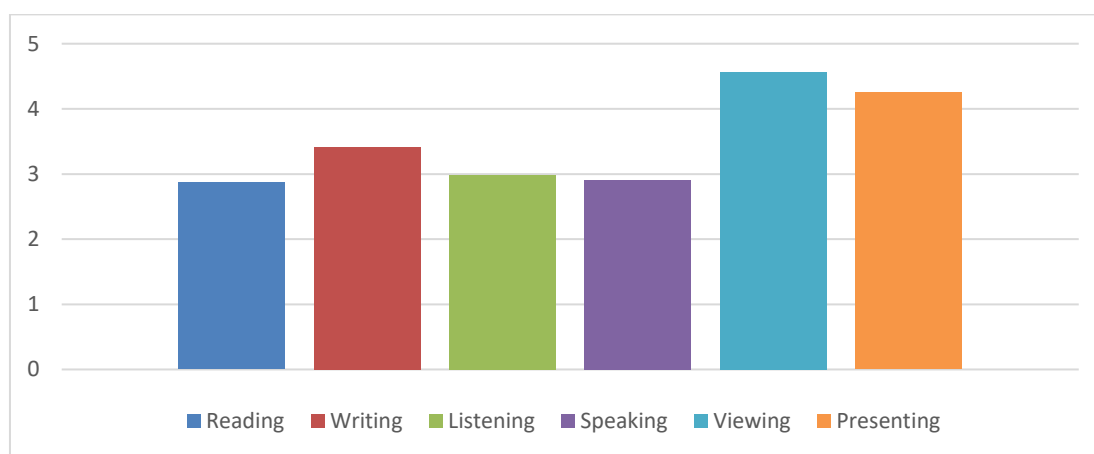


Fig.1. Macro skills of students, ranked according to what they need most

According to the students the skill they mostly need is reading ($x=2.87$, $sd=1.55$). The skill they ranked last is viewing ($x=4.56$, $sd=1.50$). This shows students recognize the necessity of reading which is an important element to have enough input or knowledge in order to be effective in communicating.

Expectations of the students from their English Course

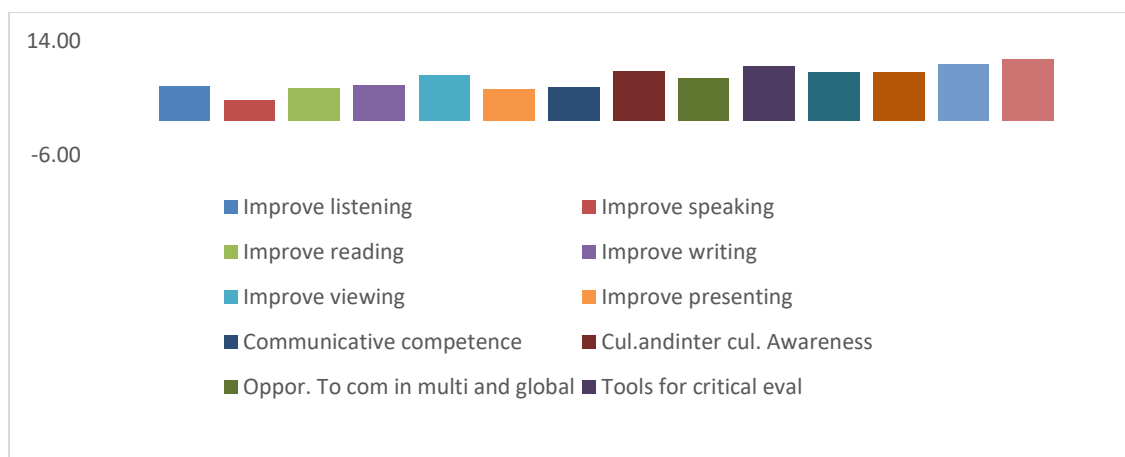


Fig.2. Rank of skills and knowledge students expect to learn

Of the 14 items, students ranked developing their speaking skills ($x=3.53$, $sd=3.27$) as what they most expect to improve. Following closely together, skills in presenting, reading and communicative competence are ranked next ($x=5.43$, $x=5.77$, and $x=5.92$, respectively). The least they expect from the course are editing personal work and cultural and global issues ($x=10.90$ and $x=9.99$).

1.4. Perceived difficulties of students along the five macro skills

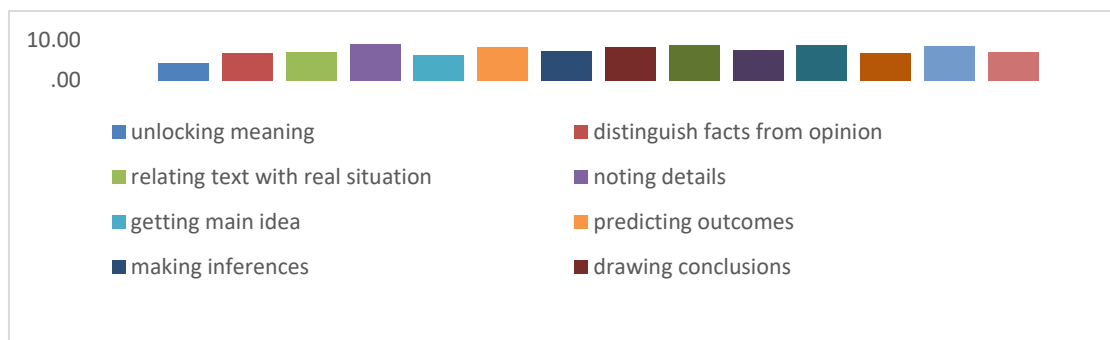


Fig.3 Ranked difficulties of student-respondents in reading

Unlocking meaning is ranked number one problem of student-respondents ($x=4.39$, $sd=4.09$). Following closely are getting the main idea, analyzing content of various texts, and distinguishing facts from opinion ($x=6.35$, $x=6.76$, and $x=6.91$, respectively). Students ranked noting details and forming judgment as least troublesome ($x=8.98$ and $x=8.79$, respectively).

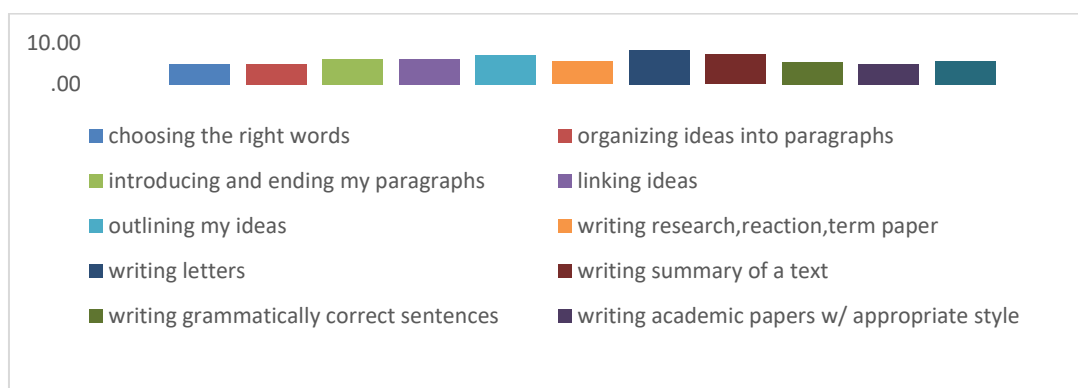


Fig. 4 Ranked difficulties of student-respondents in writing

The two most problematic writing skills of students according to the ranking are organizing ideas into paragraphs ($x=4.95$, $sd=290$) and choosing the right words ($x=4.98$, $sd=3.23$). Following next are skills in writing academic papers with appropriate style, writing grammatically correct sentences, and writing reaction, research or term paper ($x=5.00$, $x=5.44$, and $x=5.48$, respectively). The least difficult for the students are writing summary texts and writing letters, $x=7.21$ and $x=8.26$, respectively.

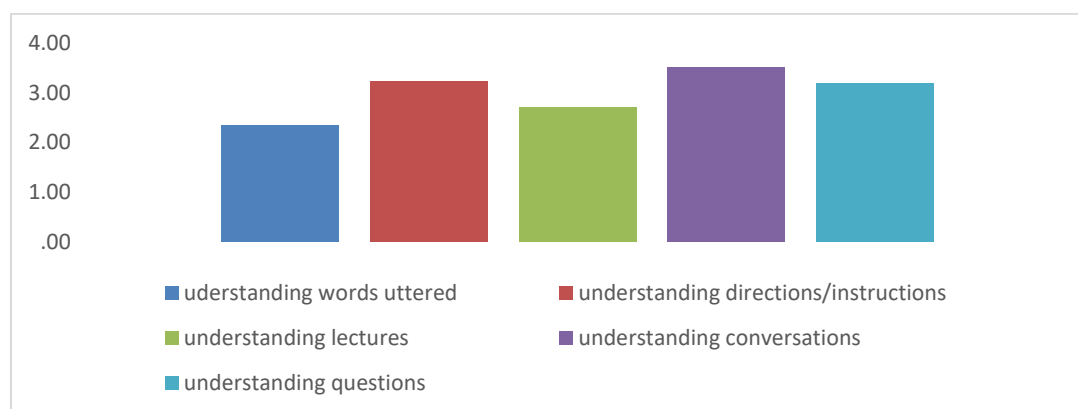


Fig. 5 Ranked difficulties of student-respondents in listening

The student-respondents ranked understanding words uttered as their most difficult task ($x=2.35$, $sd=1.42$), followed by understanding lectures ($x=2.71$, $sd=1.40$). Understanding conversations is the least difficult, $x=3.53$, $sd=1.21$.

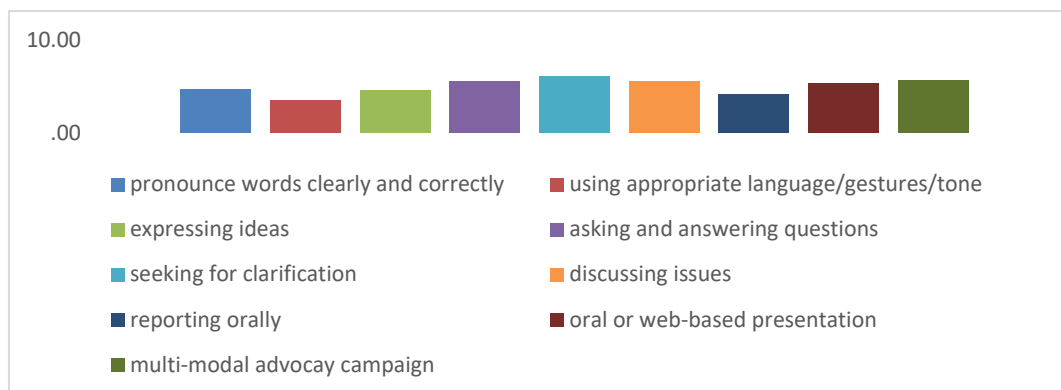


Fig. 6 Ranked difficulties of student-respondents in speaking

According to the ranking, using appropriate language, gesture and tone is the top difficulty among students ($x=3.55$, $sd=2.54$). Following closely together are reporting orally, expressing ideas and pronouncing words, clearly and correctly ($x=4.55$ and $x=4.65$, respectively). To the students, seeking clarification and multi-modal advocacy campaign are last in rank ($x=6.11$ and $x=5.67$).

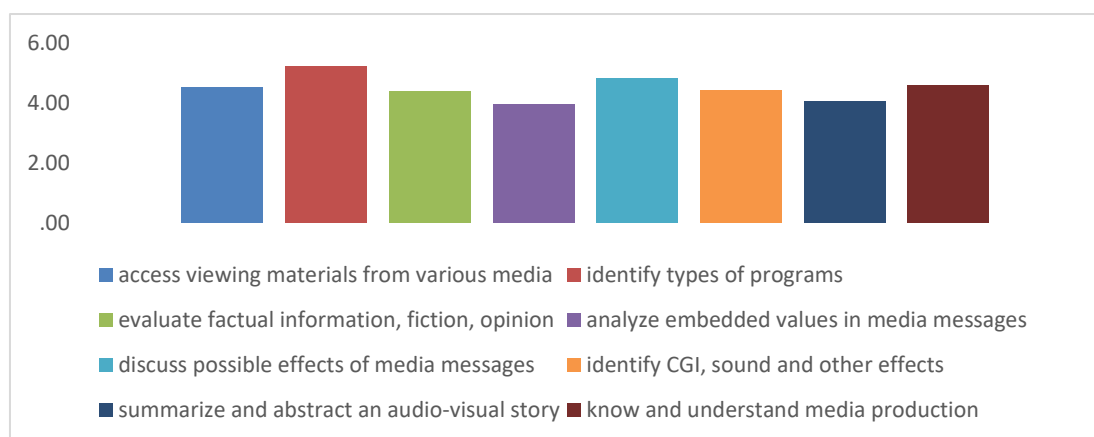


Fig. 7 Ranked difficulties of student-respondents in viewing

Analyzing embedded values in media messages is ranked as the most difficult to the student-respondents ($x=3.95$, $sd=2.18$). Next in ranks are summarizing and abstracting an audio-visual story, evaluating factual information, fiction and opinion, and identifying computer generated images (CGI) sound, and other effects ($x=4.06$, $x=4.38$, and $x=4.45$). It appears however that the viewing skills are closely ranked and there is not much difference. The least difficult to the students is identifying types of programs, $x=5.24$, $sd=2.37$).

1.5. Situations in which students learn best

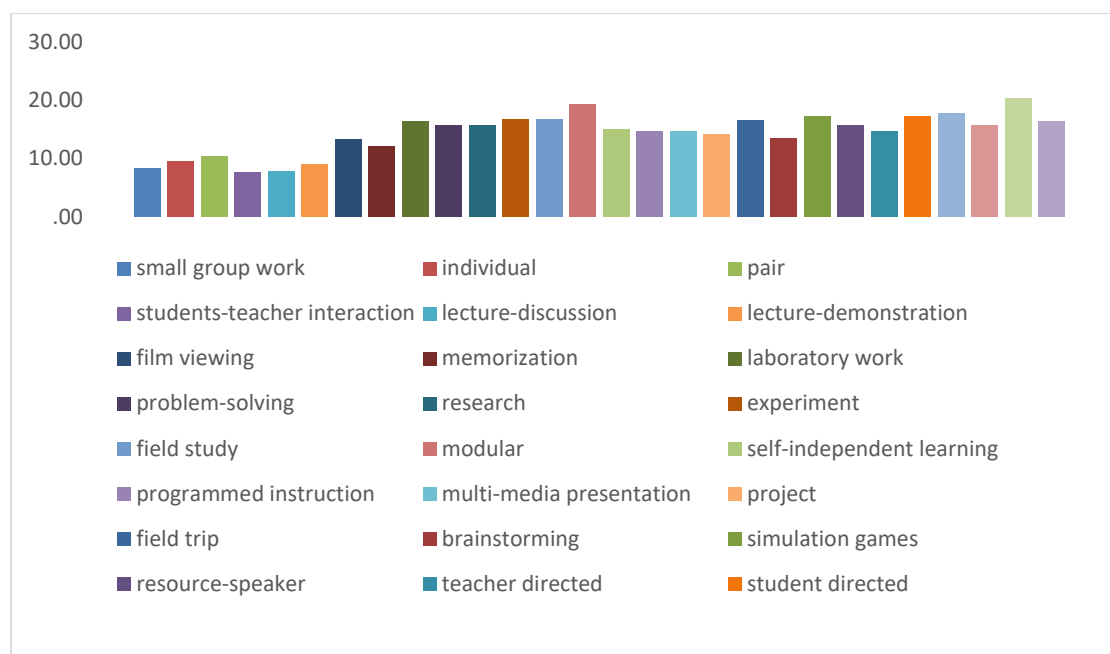


Fig. 8 Ranked situations in which students learn best

According to the respondents, they learn best during student-teacher interaction and lecture discussion, $x=7.73$, $sd=6.77$ and $x=7.86$, $sd=6.75$, respectively. Following next are small-group work ($x=8.27$) and lecture demonstration ($x=9.05$). To them, they learn least through web-based multi-modal learning ($x=20.38$) and modular approach ($x=19.29$).

1.6. Factors contributory to language learning of the students

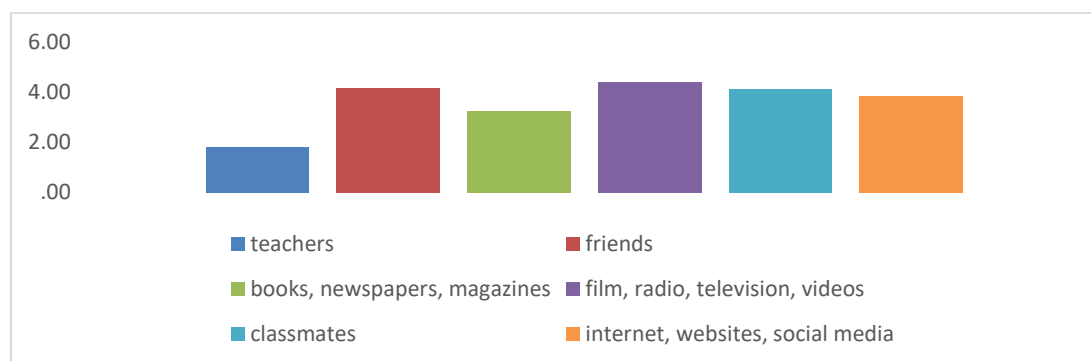


Fig. 9a Ranked factors (people and materials) contributing to students' learning

The students consider teachers as the most influential factor contributing to their learning ($x=1.82$, $sd=1.54$). The next is learning materials like books, newspapers and magazines ($x=3.25$, $sd=1.55$). Film, radio, television and videos are least considered as contributing to language learning of the students ($x=4.39$, $sd=1.52$). Meantime, the students consider the school as still the best place they could learn (see Fig 9b).

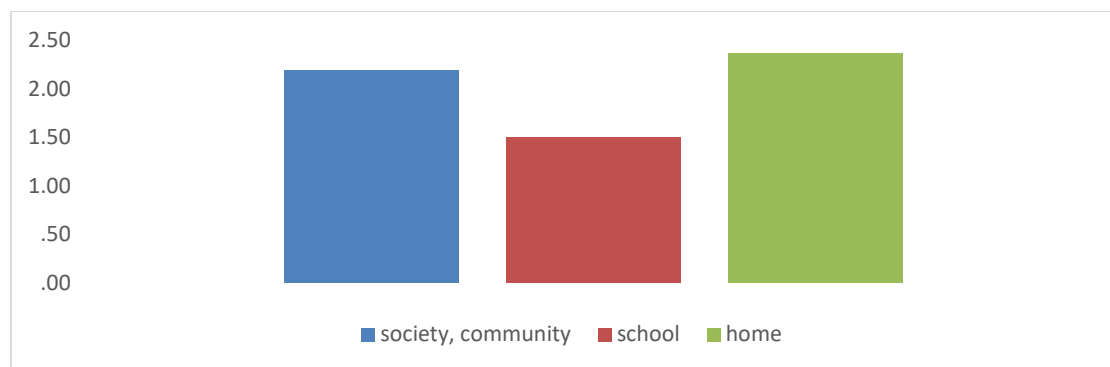


Fig. 9b Ranked factors (places) contributing to students' learning

1.7. Rhetorical patterns that are found useful by the students

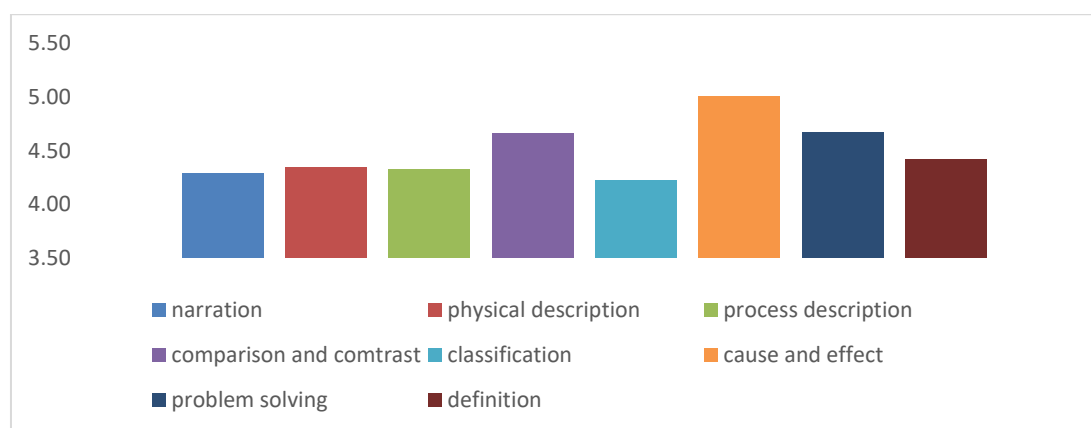


Fig. 10 Ranked rhetorical patterns considered useful by students

Student-respondents ranked 4 items very closely together. The first two are classification and narration ($x=4.23$, $sd=2.06$ and $x=4.29$, $sd=2.35$), followed by process description and physical description. The least useful, according to their ranking, are cause and effect, problem solving, and comparison and contrast, ($x=5.00$, $x=4.67$, and $x=4.66$). Although the ranking shows which is most useful to students, it is emphasized that all items are within the same bracket (4-5), meaning students consider all rhetorical patterns nearly equally important.

1.8. Self-assessment of students on their proficiency in the English language

For this part, the over-all mean of the students is calculated to assess their proficiency level using a 5-point scale. 1 means very poor (very much difficulty), 2 poor (much difficulty), 3 satisfactory (some difficulty), 4 very satisfactory (little difficulty), 5 excellent (with very little difficulty). Interval is calculated according to computation of a five-point Likert scale.

The over-all proficiency level of students is $x=3.48$, which is at the level of very satisfactory. Each item is ranked as well to show which of the five macro skills is rank first and least as shown below.

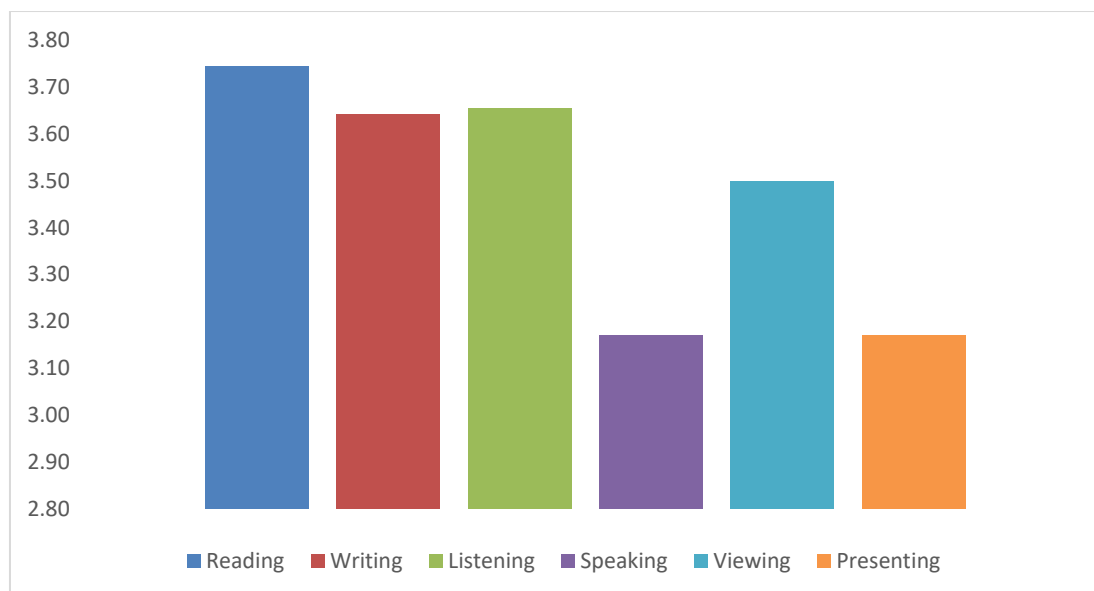


Fig. 11 Macro skills ranked according to self-assessment on students' English Proficiency Level

According to student-respondents' assessment, their reading is highest of the 5 macro skills ($x=3.74$, $sd=1.74$), followed by writing and listening ($x=3.65$ and $x=3.64$), and viewing ($x=3.50$). All four at the level of very satisfactory. Their lowest are presenting and speaking both with mean average of 3.17 at the level of satisfactory.

IV. CONCLUSION

Teachers might have to consider how students perceive their needs. Although students consider their reading very satisfactory, yet they expect to learn more how to read. They also want to improve speaking and reading more than other skills. According to students, they have difficulty mostly in unlocking meanings, organizing ideas, choosing the right words, pronouncing correctly, using appropriate language, and analyzing content. It might be helpful not to send students to varied activities done outside as they think they learn best at school with their teachers and with lecture discussion type.

V. RECOMMENDATIONS

More study is needed to be done to look into the details as to the level of students' skills, knowledge and attitude in Purposive Communication in English to further understand the situation of the students and to help teachers target their more specific needs according to the skills, knowledge and attitude they lack the most. Educators have to come up with a variety of practical methodologies or approaches to be of help in the processing of lessons. Furthermore, a research on the learning needs of the students per field/course should be studied to cater their specific needs. Hereto, the language teachers as well as the curriculum developers can make instructional materials needed to their chosen career path.

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Online Bus Monitoring and Reservation Application (OBMRA) for GL Trans Agency

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Received: 19 Nov 2022; Received in revised form: 15 Dec 2022; Accepted: 22 Dec 2022; Available online: 31 Dec 2022

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Abstract— Online bus tracking and reservation applications an application for mobile devices that functions on a centralized network. The software application "Online bus monitoring and reservation application" provides a bus transportation system, the opportunity to book seats, the cancellation of tickets, and a variety of inquiries needing prompt and swift reservations. Online bus reservation and monitoring apps are intended to facilitate the management and computerization of traditional databases and the booking, tracking, and monitoring of buses and travel. It allows workers to check ticket availability and make reservations for specific clients. It maintains all user data, including bus, reservation, booking, and customer data.

Keywords— Online reservation; Application reservation; booking system

I. INTRODUCTION

GL Transit Agencies is a privately owned domestic transportation firm that operates buses in the cordillera region. They have multiple branches in various areas throughout the region to facilitate intercity mobility. They desire the development of an internet application where the details of bookings and customers are regularly updated and where one can immediately track the details of available seats. Customers must approach the counter to purchase a bus ticket or inquire about the schedule. When purchasing bus tickets, customers are required to pay in cash and sometimes may wait in line for hours to obtain them. In addition, consumers are prohibited from purchasing bus tickets by telephone because the bus company's phone line is always busy. GL Transit Agencies is the organization that provides consumers with transportation services based on their needs. They offer many types of buses, including air-conditioned, luxury, and standard. Different buses have different pricing structures. The rates also vary based on the distance the consumer wishes to go and the customer's status.

Students will receive a 10% discount, while elderly people will receive a similar discount. Age is irrelevant to the agencies' policies. They employ this strategy to attract clients. They maintain all of the bus

reservation counter's records offline, and only the Administrator and Employers have access to them. As the service is provided throughout the region, tracking the details of the reservations made takes work. As a result, tickets are only issued on the buses themselves. Researchers attempted to address the gaps.

This project intended to alleviate the deficiencies by integrating an online busreservation-monitoring program for GL Trans Agencies. The outcome of this study can be beneficial for offline services that track booking information.

II. RELATED LITERATURE

"Factors Affecting Online Bus Ticket Reservation." As progress develops, PC-based service applications are promoted to intranet-based services, and the rapid adoption of web technology has changed everything into cyber-based applications accessible virtually, internationally, and on-demand over the internet. What is new is the capacity to scale services rapidly; this paradigm shift in service provisioning affects the deployment of real-time applications. According to this study on online ticketing, each component should be investigated for the lucrative prospects that cyber applications reveal. Results identified

on-demand, cashless, and one-to-one privacy determinants as keenness variables, less costly, specific circumstances, and time-saving as acceptability factors. This study would help cyber-based service providers satisfy the requirements posed by the expanding scope of their services (Marfo&Quansah, 2020; Bagrecha&Alam, 2016).

"Online Bus Reservations and Electronic Commerce."

The goal was to ensure that the consumer did not have to leave their comfort zone to book a ticket and to assist them in obtaining a ticket when they needed one. People voted for the internet as the medium they could not live without. PC and Internet penetration increased not just in urban but also in rural areas. Additionally, individuals were becoming accustomed to ordering trip tickets through 2GO and private airline websites. Why then not Buses? The online bus reservation system allows customers to make online bus ticket bookings, check bus availability, and amend their profiles while the administrator can update, delete, and examine information. After making a reservation, customers can purchase tickets and make payments online, eliminating the need to pay at the counter (Adducul, 2020).

MBTS stands for "mobile-based application for bus ticketing services." Mobile technology is a feasible option for generating applications for our activities. This concept recommended utilizing such technology for MARA Liner ticket bookings to make this service accessible anytime and from any location. This study's primary purpose is to create and assess a mobile-based Bus Ticketing Services prototype (MBTS). This study intends to provide bus transportation firms with effective WAP technology utilization. The literature on mobile technology and its elements has been discussed to establish a foundation of knowledge for such mobile technology. This research will direct the prototype's development and evaluation. The adopted technique consists of four steps: Information Gathering, Prototype Design, Prototype Development, and Evaluation. The findings of user evaluations of the MBTS suggest its usefulness in terms of Usefulness, Ease of Use and Outcome, and Future Application. For Usefulness Outcome/Future Use, the results revealed a significant difference between the first group of users with a mobile phone and the second group without a mobile phone, but there was no significant difference in Usefulness and Ease of Use (Ali Akounni, 2009; Asaad et al., 2013).

"The RedBus Route to Success in the Indian Market: The Development of Online Bus Ticketing." Despite being utilized by millions of people, the bus travel sector in India is very fragmented and unorganized, and it took some time for innovations to emerge in the Indian bus ticketing industry. This research seeks to investigate and

assess the scope and impact of the transition by focusing on redbus, the largest bus ticketing company in India. The first half of this paper analyzes the characteristics of the Indian bus transport sector and its issues. The second component of this report lists the obstacles faced by 'redBus,' which currently covers 80 percent of the market geographically. This research then investigates an existing growth model for 'redbus' that would give long-term growth sustainability (Thomas et al., 2014; Srivastava, 2020).

STATEMENT OF OBJECTIVES

1. Measure application's overall convenience, effectiveness, and user-friendliness.
2. Determined the quality of fetched information and management of data fetch in the system application.
3. Determined the interface quality (the application contains all the functions and capabilities of the interface.)
4. Measured the acceptability of the application.

III. METHODOLOGY

Before proposing an OBMRA, the researchers interviewed the GL Agencies to discuss the existing offline booking service. In addition to the interview, the agency would like to include an online bus monitoring and reservation system that would allow them to keep track of bus records and consumer information.

The study utilized OBMRA, which enables customers to book tickets by visiting booking counters in their vicinity (near the respective location) as needed. As it is an online application, the client desires that the application be linked to the database so that any information provided, including information about customers, buses, and bookings, may be viewed by other centers. They would also like to include a feature that accomplishes their responsibilities and an application that allows customers to access the website and order tickets online rather than at the counter. It is necessary to keep a database including the bus specifics, bus number, and route, stops it makes along the distance, and departure and arrival times. In addition, the client information entered at the time of ticket purchase must be added to the database so that they can track the customer's details at any moment utilizing the transaction code-based search option (Asaad et al., 2013).

Employers are the only ones who may book tickets using a username and password. Hence, the database should also have a list of companies. The list to be maintained consists of personal information, contact information, name, and location/address. There must be

buttons such as delete, edit, and straightforward. Depending on the selected button, the appropriate action must be taken. Also, if the Employee record is submitted (The Employee data will be kept only by the Admin), the system will request the Employee's login and password (the Employee can change the password) so that he can log in to the account and complete the booking chores. In addition, there is a time limit for ticket cancellation. If canceled before 3 pm, the reservation is null and invalid (Dennis et al., 2015; Gordon, 2016).

This action must also be performed solely by the application. They want the application to be maintained in many details, such as booking and transportation information. When a consumer attempts to book a ticket, they should be prompted to provide information about themselves, such as their name, the day and time, the location of departure, and the destination. Additionally, the bus number and seat number for which the ticket(s) are booked must be entered so that they can keep track of the reservations. When a consumer inquires about availability, they can use the Enquiry form, which requests information such as Destination Place, Starting Place, Date, and Time. These details should be entered to see the availability details (all fields are not mandatory). In addition, a search tool should provide easy access to the customers' and buses' records using the same criteria as the abovementioned alternatives. One should be able to print the ticket, which should include facts such as the name, date, and time for which the ticket was booked, the destination and starting locations, and the fare. The program should be capable of calculating compensation according to the criteria and distance. Additionally, it must be updated on the website.

Note

Reserve the ticket or obtain the information (Search and Enquiry). Only once they have successfully logged in will they be able to do such acts. This application is maintained only by the booking department, which uses it to book tickets. It does not apply to customers who cannot order the tickets online. The administrator maintains a list of both the buses and the employees. Only the Employee can modify his password via the booking window.

NON-FINANCIAL

It was necessary to design a web application to be used and maintained exclusively by the booking department (regarding the bookings like booking, Enquiry, and Updating and canceling). It is used to automate the procedure. In addition, the Admin (Employees, Buses, and fees) has complete authority. Also, users must log in with their allotted username and password to make a reservation

or do other tasks. New, update, cancel, and search buttons will be present on each page containing employee information. The customer was required to visit the booking office to inquire about or purchase tickets, and he may collect them on the bus by himself. In addition, it maintains a database including a list of buses and the transaction code assigned to each bus for quick reference. There will be an Enquiry form, a Booking Form, and a page containing the search choices. In addition, a separate Price list must be maintained, from which one may get price details by entering the origin and destination, age, number of seats, etc. The prices are based on category, bus type, and distance, and the booking staff is responsible for keeping track of them.

FINANCIAL

Charges vary based on the type of bus selected, the distance traveled, and the customer's age, which is determined by the booking staff at the booking office. The Admin can only modify the price list. In addition, the Admin will determine the Reimbursement amount and calculate it by the booking office based on the abovementioned factors.

FUNCTIONAL REQUIREMENTS

Only the (Manager) Admin is responsible for maintaining and controlling the details of the buses, price list, and employees. The employer can reset his password independently. In addition, the employer had to check in to complete the booking steps. Calculations of charges and refunds are to be carried out by Booking staff designated by Administration. The available bus and seat information must be preserved and can be periodically updated (of course only by the Admin). The inquiry form, Booking form, and price list at the booking office will be kept on different pages. New, revised, canceled, and searched reservations should be accessible through the booking office.

USER INTERFACE DESIGN

The following figures show the different interfaces of the OBRMA (Online Bus Monitoring and Reservation Application).

1. Home UI



Fig.1.1 Main Page

2. Admin UI



Fig. 2.1 Admin login



Fig.2.2 Admin dashboard

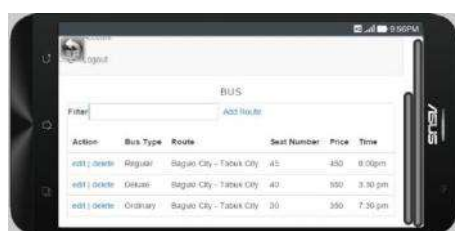


Fig.2.3Admin bus route



Fig.2.4Admin inventory seat

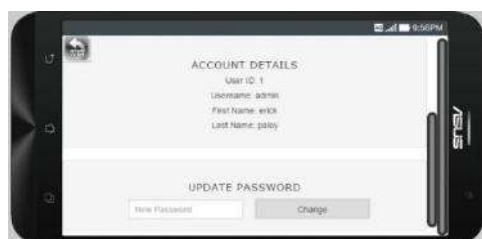


Fig.2.5 Admin manages the account.

3. User UI

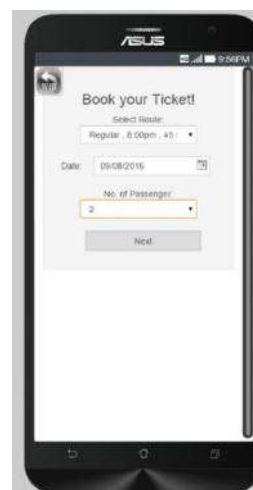


Fig.3.1 Book ticket



Fig.3.2 Customer detailed form with cache

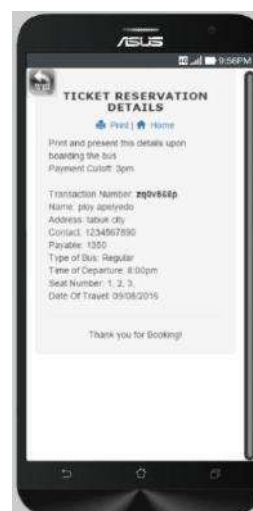


Fig.3.3 Customer confirmation detail

TESTING

The researchers tested the application in **Intel XDK**, a development kit created by Intel to create native apps for mobile phones and tablets using web technologies like HTML5, CSS, and JavaScript. Apps are compiled online via the Cordova platform for making cross-platform apps. It is free for Windows, O X, and Linux (32-bit and 64-bit). The kit allows a developer to compile the exact solution to different platforms, thus reducing the amount of code required to ship a cross-platform product.

The application is posted to Google's digital distribution service Android Google Play, which is operated and created by Google. It functions as the application's official app store, allowing users to browse and download OBRMA applications built with the Android APK.

The application's downloadable Android Application Package (APK) is used to test the application with a survey questionnaire for the user and Admin. Upon using the application, the survey question is evaluated such:

Measuring the application efficiency-of overall convenience, effectiveness, and user-friendliness of the application. **Measuring quality information**-quality of fetched information and management of data fetch in the system application. **Measuring the interface quality**-the application contains all the functions and capabilities of the interface (Dumas et al., 1999; Pai et al., 2003).

Usability and quality are not single, unidimensional characteristics of a product, system, or user interface; this must be understood. Usability and quality are determined by several criteria, including, Intuitive design: an almost effortless comprehension of the site's architecture and navigation. How quickly can a person who has never seen the user interface? do fundamental activities? The velocity with which an experienced user can complete activities. Memorability: after browsing the site, a user's ability to recall enough information to use it effectively on subsequent visits. How frequently users make errors when using the system, how severe the faults are, and how users recover from them. Subjective fulfillment: If the user enjoys using the system (Dumas et al., 1999).

EXPERIENCES

Online bus monitoring and reservation application run on 25 users/passengers with android mobile phones, including the booking personnel. This experience validates the affectivity of usage of the user as well as the booking personnel in the application. Generally, the experiences were positive even for people with no prior mobile android

phone experiences. However, the experiences did reveal some rough edges and limitations of the applications. We describe the main findings below, based on informal surveys of our users. The following section presents results from controlled experiments.

Twenty-five users have been using the application for two days. We did advertise the application for awareness/existence. Seventeen users have prior knowledge of android applications and use a minimum android platform mobile OS. Beyond providing the application's APK (Android Application Package) and guide manual, we did not assist the user in managing the application. At first, users have difficulty installing the application for having an unstable internet connection.

Given half an hour, users can understand the features of the apps. What our users found most in the application is the user-friendliness of the application. Most users can use the application quickly and simply because of the sequence of process tasks using the application. Interfaces are simple; the application has all the functions and capabilities expected from the manual and document proposed.

DIAGNOSTIC SUPPORT IN INTEROPERABILITY OF THE APPLICATION

On the negative side, three mobile phones have a deployment problem. For instance, when applications that use a lower model of android devices/or support a lower android Operating System behaved unexpectedly, users could not quickly tell if it was due to program bugs, device malfunctions, or poor signal strength to the device. Disambiguation requires effort and technical expertise. (e.g., loading of the interface from old model devices).

EVALUATION

In this section, the researchers showed how acceptable the application is to users as of efficiency, quality of information, and interface, and based on their responses, the developers can already identify the acceptability of the OBRMA (Online Bus Monitoring and Reservation Application).

Table 1. Application Efficiency

Item Number	Weighted Mean
Q1	4.45
Q2	4.35
Q3	4.50
Q4	4.45
Q5	4.55
Q6	4.55
Average Weighted Mean	4.48

Table 1 describes the efficiency of the application users tried to use and evaluates its efficiency. As shown below, the average weighted mean of efficiency is **4.48**.

Table 2 shows how the mobile application responds to the quality of information. Based on the users' responses, the average weighted mean is **4.46**.

Table 2. Information Quality

Item Number	Weighted Mean
Q1	4.60
Q2	4.76
Q3	4.80
Q4	4.55
Q5	4.50
Q6	4.60
Average Weighted Mean	4.64

Table 3. Interface Quality

Item Number	Weighted Mean
Q1	4.60
Q2	4.50
Q3	4.70
Average Weighted Mean	4.60

As a mobile application, the developers should always consider the quality of the interface. The below shows how the users appreciated the quality of the interface. Having the average weighted mean of **4.60** is already a manifestation that the users enjoy and strongly agree with.

Table 4. Evaluation Summary

Areas	Users
Application Efficiency	4.48
Information Quality	4.64
Interface Quality	4.60
Acceptability	4.57

As shown above, the users' acceptability is 4.57, or 22 out of 25 strongly agree on the quality and efficiency of the OBRMA (Online Bus Monitoring and Reservation Application).

IV. CONCLUSION

Online bus monitoring and reservation for GL Trans Agency gave users the ability and assurance of reserving tickets at school, office, or home at their most convenient time and advancing the agency's capability to

monitor and, if needed, add additional trips ahead of time. The task of managing and extending technology in booking a reservation and tracking busses online bus monitoring and reservation application provides a simple process for fetching information on bus monitoring and reservation from a passenger and overcoming difficulties and problems that arose in the manual system. Further, the researchers recommend that the agency should be able to have a strong internet as well as data connection of the clients; and the Verification of other IT experts from the concerned agency.

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African Swine Fever (ASF) Outbreak in the Kalinga State University Native Pig R&D Project: The Yookah Depopulation Ordeal

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Received: 22 Nov 2022; Received in revised form: 11 Dec 2022; Accepted: 20 Dec 2022; Available online: 31 Dec 2022
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Abstract— *The outbreak of African swine fever in the Yookah Native Pig R&D Project is really a devastating experience, not just wasted financial assistance but most difficult feeling in the part of the researchers who put all their time and effort to produce research results and new knowledge and technology significant in the native pig industry. The objective of the study looked into the factors that caused the outbreak and identified the preventions and controls done during the outbreak. It is found out that human negligence is the number one factor that causes the spread of ASF. But, a good biosecurity protocol and strict implementation of farm rules can somehow prevent and control the spread of the disease in the farm. Based from the results and conclusions of the study, the following is recommended to somehow control and prevent the spread of the disease (1) with or without disease outbreaks, farm biosecurity protocols should be strictly implemented; (2) once confirmed through laboratory test that there is ASF positive in the herd, depopulation of the entire herd is necessary; and (3) if a certain area has still positive cases for ASF, repopulation or acquiring new herd should be avoided. May these ASF outbreak ordeal will serve as a lesson to each and every researcher to be more objective in their approach in conducting researches to avoid uncontrolled situations like this.*

Keywords— *Yookah, Native pig, African Swine Fever, Outbreak, Depopulation.*

I. INTRODUCTION

African swine fever (ASF)

This disease can affect pigs of any age. High mortality rates. The key clinical signs include blue-purple cyanosis of snout, ears, tail and lower legs; high fever; and heavy discharge from eyes and nose. This disease is notifiable – contact your vet and local authorities if you believe this disease is affecting your herd.

Background and history

African swine fever (ASF) resembles classical swine fever (CSF) (hog cholera) so closely that laboratory tests are required to differentiate them. The clinical signs and post-mortem lesions of the two diseases are almost indistinguishable. ASF is caused by a unique virus which is distinct from that of CSF and which infects only domestic and wild pigs and a variety of soft bodied ticks.

The virus is endemic in Africa south of the equator, in warthogs and bush pigs, but the infection in them produces no clinical disease. It circulates between warthogs and the soft bodied ticks which inhabit their burrows. The ticks transmit it through all stages of their life cycle and perpetuate it. It is also endemic in the domestic pigs of some African countries.

The pig (and its close relatives, boars and hogs) is the only natural host of the double-stranded, *Asfarviridae* family of viruses, meaning the virus does not cause harm to humans or other animals. This does not mean that humans and other animals cannot spread the virus as carriers; African swine fever (ASF) is commonly carried by arthropods, such as the soft-bodied tick, through uptake of blood from infected pigs.

Contamination generally occurs via direct contact with tissue and bodily fluids from infected or carrier pigs,

including discharges from the nose, mouth, urine and feces or infected semen. It also spreads through transport and consumption of contaminated food products, and some cases have originated from failure to comply with biosecurity standards by feeding waste food to domestic pigs. It is believed that a highly pathogenic strain of ASF was introduced to domestic pigs and, subsequently, wild boar populations in the port of Poti, Georgia, in 2007 when waste food from a ship originating in South Africa was fed to local pigs.

Although the virus in wild boar and hogs does not manifest any signs of the disease, it remains highly contagious across all swine species and can survive in pigs for long periods of time post-slaughter – even in frozen carcasses. It is also important to note that curing and smoking pork products does not destroy the virus.

It is vital to immediately distinguish the disease that is infecting a herd; ASF and classical swine fever are caused by very similar viruses which are only distinguishable by laboratory testing. Notifying a vet as soon as any signs arise is the best way to ensure the correct quarantine and treatment procedures are followed – it could save the rest of your pigs.

Clinical signs

- High fever 40-42°C.
- Loss of appetite.
- Depression.
- Lethargic- sometimes refusal to stand or move.
- Very unsteady when stood up.
- Vomiting and/or diarrhea with bloody discharge.
- White skinned pigs: extremities (nose, ears, tail and lower legs) become cyanotic (blue-purple color).
- Discrete hemorrhages appear in the skin particularly on the ears and flanks.
- Group will huddle together and are usually shivering.
- Abnormal breathing.
- Heavy discharge from eyes and/or nose.
- Comatose state and death within a few days.
- Some pigs can show conjunctivitis with reddening of the conjunctival mucosa and ocular discharges.

Pregnant sows commonly undergo miscarriage or deliver stillborn piglets that are malformed – piglets can be tested for the virus.

Mortality rate in infected groups of pigs is high and there is no vaccination proven to prevent or cure infection, therefore, it is crucial that control begins on-farm. European, South American and Caribbean countries which have been infected have adopted a slaughter policy to eradicate the virus within the herd. Mild strains of the virus also occur which cause a milder but equally serious disease in domestic pig herds – individuals from these herds must also be slaughtered to prevent pathogenesis.

Diagnosis

Pigs that die early in an outbreak may not have any noticeable lesions but as the disease progresses the lesions then are striking. Bright red hemorrhages in the lymph nodes, kidneys, heart and linings of the body cavities are common findings. There may also be excess hemorrhagic fluid in the body cavities and gelatinous fluid in the lungs. The spleen may be enlarged, darkened and crumble on slight pressure.

The veterinarian will have to send samples to a laboratory which specializes in CSF and ASF diagnosis. The best samples to send are blood, lymph nodes, spleen and, in chronic cases, serum for serology. In the case it is CSF and not ASF, the tonsils might also be sent. The veterinarian should consult the appropriate veterinary authorities on how best to send these.

The tonsils of the pig are very easy to find. Laying the dead pig on its back, cut away the skin and flesh under and between its lower jaw bone and tongue. The pair of tonsils are two large red patches each about the size of the end half of your thumb or perhaps slightly bigger. Their surfaces are covered with small pits or depressions.

In South Africa and countries outside Africa it is essential to isolate and identify the virus. Only about six laboratories in the world can do this. In African countries where the disease is endemic in the domestic pig population, the veterinarian may only send serum samples for antibody detection.

The virus may be isolated in primary cultures of pig bone marrow or peripheral blood leucocytes. Infected cells hemadsorb, pig red cells will adhere to them. Virus can also be detected in infected cells by fluorescent antibody tests. ELISA tests are also used to detect antibodies. In doubtful cases samples can be injected into experimental pigs.

Serum antibody titers may be tested in a number of ways. The indirect immunofluorescence (IIF) and the ELISA tests seem to be the most favored.

Note that porcine dermatitis and nephropathy syndrome, which occurs from time to time in most pig rearing areas can resemble ASF and CSF clinically and at post-mortem

examination. Laboratory examination may be necessary to eliminate them from the diagnosis.

Cause

African swine fever is caused by the *Asfarviridae* family of viruses which are distinct from the viruses associated with Classical swine fever. There are 22 known types of the ASF virus, allowing the epidemiological tracing of outbreaks to the source.

The infection can be introduced to uninfected herds in a number of ways:

- the feeding of contaminated feed and contaminated food waste used to supplement feed;
- through the bites of soft-bodied ticks, lice and flies;
- through inoculation with contaminated syringes and use of contaminated surgical equipment; and
- through the introduction of infected pigs to the herd.

Transmission of the virus within the herd is generally through direct contact with infected bodily discharges, feces and vomit.

Prevention

There is no live or attenuated vaccine for the prevention of ASF therefore control of the virus is reliant on strict biosecurity.

- Do not feed domestic pigs food waste; this is illegal in the UK, other EU regions and some states within the US
- Where 'permitted garbage feeding' is legal in US states, pigs fed this way are prohibited from exportation.
- Do not leave food waste exposed for wild swine species to access. Dispose of food waste properly.
- Abide by strict biosecurity rules. Do not take pig meat onto farms, or restrict all food (and consumption of food) to a canteen. All staff on farm should be inducted onto a strict program of hand and equipment sanitization before and after contact with pigs.
- Follow rules and regulations on disposal of food waste at ferry ports and airports.
- Provide the means for staff and visitors to thoroughly sanitize their hands and equipment.
- Ensure that wild boar, warthogs and wild pigs, and materials potentially contaminated by such

wild species do not come into contact with domestic pigs.

- Check infected regions before import of goods that could potentially be contaminated.
- Advise and educate people on the risks of bringing back pork products from infected regions.

Treatment

There is no treatment.

All infected animals must be isolated and culled immediately upon confirmation of presence of the virus.

Analysis of the Problem

The City Veterinary Office (CVO) has intensified efforts to contain spread of African Swine Fever (ASF) disease in this city.

This following swine blood samples from barangays San Julian and Bulanao Centro that were brought for laboratory test at the Bureau of Animal Industry had been found ASF-positive, Carmen Wanas of the CVO said. At least 63 pig deaths in barangay Bulanao Centro and 38 in barangay San Julian were reported. Immediately the CVO enforced the 1-7-10 kilometer protocol on these barangays, where pig depopulation is mandatory within the 1-kilometer radius, tight surveillance within the next 7 kilometers and close monitoring within the 10 kilometer radius. House to house disinfection is also made to prevent spread of the ASF virus to other barangays.

Wanas said they also distributed health support items, vitamins and disinfectants to other barangays especially in places with reported ASF mortality. They continue gathering blood samples in various sites of the city for confirmatory test.

The CVO has also intensified barangay level information and education campaign on ASF.

At the city slaughter house, disinfection procedure is made to all pigs before they are slaughtered as well as to people entering and leaving the facility.

Tabuk City is now on lockdown where entry and exit of live pigs, pork and other processed pork products is banned

II. REVIEW OF LITERATURE

Epidemiological considerations on African swine fever in Europe 2014–2018

Background

African swine fever (ASF) is a fatal viral disease of pigs, affecting domestic pigs and wild boar of all ages without sex predilections (ML Penrith, et al., 2013). Depending on virus strain and immunological status of the animal, infection can lead to a wide range of clinical presentations varying from per-acute to chronic disease, including apparently asymptomatic courses [C. Gabriel, et al. 2011 & JM Sanchez-Vizcaino, et al., 2015). Infection with virulent strains typically causes per-acute to acute lethal ASF with signs including sudden death, high fever, hemorrhages in the skin and internal organs. The animals usually die within three to ten days after infection and the case fatality rate can reach 90% or more.

In most cases, high titers of ASF virus (ASFV) can be found in the blood of infected animals from the time they develop clinical signs. Thus, transmission through contact with infected animals mainly happens once clinical disease is evident. Transmission can either occur directly through close contact with infectious animals or indirectly through ingestion of infected pork products or contact with fomites, and possibly via mechanical vectors (ML Penrith, W Vosloo, 2009). In addition, the virus can be efficiently transmitted through the biological soft tick vector, genus *Ornithodoros* spp., where this is present. However, the *Ornithodoros* spp. is not considered to play a role in the epidemiology of ASF in the current epidemic in Central and Eastern Europe. In absence of the tick vector, the most efficient way of virus transmission is via direct contact with blood from infected animals.

Epidemiology

Until recently ASF epidemiology was described as comprising three independent epidemiologic cycles (sylvatic, tick-pig, and domestic), involving soft *Ornithodoros* spp. ticks, wild African pigs (mainly warthogs), domestic pigs, and pig-derived products such as pork (S. Costard, et al. 2013). In the sylvatic cycle, ASFV circulates between the natural reservoirs of the virus (i.e., warthogs and soft ticks), without causing disease in the vertebrate host (W Plowright, et al, 1994). This ancient cycle is the origin of the tick-pig cycle and the domestic cycle, and thus the origin of ASF as a disease. In the tick-pig cycle, the virus is mostly transmitted among domestic pigs, with the ticks serving as a reservoir allowing the virus to persist locally in the environment (PJ Wilkinson, 1984). This cycle has been described in parts of sub-Saharan Africa, but also played an important role for the persistence of the disease during the epidemic on the Iberian Peninsula in the '60s and '70s of the past century (FS Boinas, 2011). In the domestic cycle, which is the cycle involved in the vast majority of outbreaks of ASF

globally (ML Penrith, W Vosloo, 2009), the virus is transmitted among domestic pigs, or from pig products to domestic pigs. This cycle does not involve the natural reservoirs. The epidemiological pattern observed from the current ASF epidemic in Central and Eastern Europe, however, does not match any of the previously described cycles. Rather it revealed an additional epidemiological cycle including Eurasian wild boar (*Sus scrofa*), the wild boar habitat and their carcasses. This fourth cycle has been named the wild boar-habitat cycle (e Chenais, 2018). This cycle is characterized by both direct transmission between wild boar, and indirect transmission via the habitat. The habitat contamination through ASFV infected wild boar carcasses offers possibilities for new infections depending on landscape, time, season and carcass decomposition (C Probst, 2017). Environmental persistence of the virus is favored by cold and moist climate.

Transmission

From the start of the current epidemic in 2007, until the detection of the first case inside the EU in 2014, infections were mainly seen among pig farms with generally low biosecurity, and with incidental spill over to the wild boar population. At that point in time, it was predicted that the disease would spontaneously fade out from the local wild boar population as soon as the disease was under control in the domestic pig population, due to the high case fatality rate and the absence of long-time carriers (A Petrov, et al., 2018). However, in the ecological context which prevailed in Poland and the Baltic states this epidemiological hypothesis proved to be wrong. The infection survived locally in the wild boar population independently from outbreaks in domestic pigs, with a steady and low prevalence below 5% and a local transmission speed of 2–5 km/month (K Depner, et al., 2017). In addition to the local transmission within the wild boar population, long distance jumps responsible for disease incursion into areas far from known infected regions occurred. In the EU the most recent events of such long distance ASF spread took place in the Czech Republic (Zlin area), Poland (area of Warsaw), Hungary and Belgium. These recently infected areas were each several hundreds of kilometers away from previously known infected regions. Likewise, in early March 2017 an ASF outbreak was reported from the Irkutsk Region in the RF, close to the Mongolian border, more than 4000 km away from the nearest outbreaks in the European parts of the RF (D Kolbasov, et al., 2018), and more recently in August 2018 a first outbreak was reported from the province of Liaoning in north-eastern China (X Zhou, et al., 2018). The described long-distance jumps are most probably attributable to human activities (anthropogenic factors), e.g. transport of contaminated meat or meat products

ending up as waste or kitchen leftovers either in pig stables or in natural environments inhabited by wild boar (P Satran, 2018). These examples demonstrate that due to the anthropogenic factors, ASF has a huge capacity of transboundary and transcontinental spread (S De la Rocque, et al., 2011).

OBJECTIVES

The study looked into the ASF outbreak at the Yookah Native Pig R&D Project. Specifically, it aimed to:

- identify the factors that cause the outbreak; and
- identify the preventions and controls done during the outbreak.

III. MATERIALS AND METHODS

Materials

Before the ASF outbreak, the total inventory of the herd as of December 31, 2019 was 83; with 23 sows, 6 boars, 36 growers and 23 weanlings. This study was conducted in the KSU Yookah Native Pig R&D Farm.

Methodology

On January 1 to 15, 2020, an average of 3 mortality per day was recorded, only 15-surviving herd of the Native Pig R&D project was left. The SRA of the project, Dr. Mark Stephen Ballog reported the incident to the City Veterinary Office (CVO). With immediate action on the report, the staffs from the DA-CAR Veterinary Office and CVO led by Dr. Amla visited the farm on January 16, 2020 and conducted random sampling collection of tissues of dead animals. The collected tissue samples were immediately hand carried and travelled to Baguio City by the staff of DA-CAR to conduct confirmatory tests for ASF. And on the 24th of January, a Letter from the OIC Regional Executive Director of DA-CAR addressed to the Governor of Kalinga confirming a positive case of African Swine Fever of the three (3) samples from different farms including the KSU Yookah Farm.

IV. RESULTS AND DISCUSSIONS

I. The Onset of the African Swine Fever Outbreak

During the last quarter of 2019, the Province of Kalinga was hit by the African Swine Fever (ASF)

outbreak. As early as September 2019, the University Veterinarian and the Project staffs of the R&D Project implemented a strict Biosecurity measure to restrict the entry of unauthorized persons (KSU employees, students, visitors). Biosecurity signages were placed at all the entrance of the farm to warn and stop people from entering the premises. Multi-vitamin supplementation and treatment and control of respiratory diseases was prescribed by the University Veterinarian as prevention measures. Only one (1) authorized person (farm aide) is allowed to enter the farm premises to prevent the entry of disease which may cause high mortality rate when hit with the virus. It is

noted that since the start of the outbreak up to December 2019, there were no ASF related mortality reported. It is recorded as of December 31, 2019 the following herd inventory:

Herd	No. of Animals
Sow	18
Boar	6
Grower	36
Weanlings	23
Total	83

Unfortunately, come January 2020, due to uncontrollable circumstances, the Yookah Native Pig R&D farm was hit by the ASF outbreak. It was noted that an average of 3 mortality daily was recorded until January 16, 2020. Only 15 heads (3 Sow, 5 growers & 7 Piglets) survived the outbreak. During these times, multi-vitamin supplementation and treatment and control of respiratory diseases was practiced. The incidence was reported by Dr. Ballog to the City Veterinary Office (CVO) for further investigation and action on the matter. On January 16, 2020, staffs from the DA-CAR Veterinary Office and CVO led by Dr. Amla visited the farm and conducted random sampling collection of tissues of dead animals. On January 24, a Letter from the OIC Regional Executive Director of DA-CAR addressed to the Governor confirming a positive case of African Swine Fever of the three (3) samples from different farms including the KSU Yookah Farm.

On February 10, 2020, The City Veterinarian, together with his staff arranged a meeting with the VP-RDET and the Native Pig staff to discuss the possible depopulation of the Yookah herd hence the positive ASF result. During the meeting, it was agreed that we give the surviving herd the benefit of the doubt not to be depopulated to see if they will survive the outbreak. It was then suggested that the CVO will conduct a second sampling collection. On February 17, 2020, staff of the

CVO conducted sampling collection for the remaining 15 heads and it came out with negative results.

On January 2021, the Yookah R&D Project was turned-over to the Business Affairs Office with 13 remaining herd. Sometime in March 2021, Dr. Ruby Orange Agyao, the University Veterinarian conducted blood sample collection to the remaining herd but the result came out to be negative in ASF. Unfortunately, after the sample collection, the remaining herd got sick and died for unknown reasons. Sadly, only 2 boar and sow remained in the herd.

Because of this incident, The BAO, together with the University Veterinarian submitted a proposal to the DA-CAR for funding for the repopulation of Kalinga Native Pig in KSU. The proposal was approved, but the DA-CAR suggested that there would be no more herd in the farm and they suggested for the disinfection and cleaning of the farm premises and depopulation of the 2 remaining Yookah.

II. Cause

According to the Disease Guide in The Pig Site, the infection can be introduced to uninfected herds in a number of ways:

- The feeding of contaminated feed and contaminated food waste used to supplement feed;
- Through the bite of soft-bodied ticks, live and flies;
- Through inoculation with contaminated syringes and use of contaminated surgical equipment; and
- Through the introduction of infected pigs to the herd.

Transmission of the virus within the herd is generally through direct contact with infected bodily discharges, feces and vomit.

III. Prevention

During the ASF outbreak, the Native Pig R&D farm was put on total lockdown and tightened its biosecurity measures, no unauthorized persons and stray animals are allowed to enter the farm premises. Only the caretaker is allowed in the farm and strictly follow farm biosecurity protocols.

Biosecurity measures are strictly implemented in the KSU R&D farm. Biosecurity signages are put in all gateways in the farm premises to warn unauthorized persons for not entering. Footbaths, washing and disinfecting areas are strategically placed in the entrance of the farm. There is a room for changing of clothes and foot wears for the caretaker.

As part of the biosecurity measures, sick animals are isolated and treated in the quarantine areas provided to prevent the spread of disease. Dead animals are handled with caution and buried in the graveyard located at the farthest area of the farm. No pork products and other food is allowed inside the farm. Strictly no cooking and eating in the farm premises. And lastly, regular cleaning and disinfecting of housing and other farm facilities is strictly implemented.

IV. Transmission

Human activities

Despite the strict implementation of total lockdown and biosecurity protocols in the farm, some individuals take no notice of the rules and disregard all the established preventive measures. During the ASF outbreak that human carelessness is the number one factor that spread the disease. The following human negligence was noted:

- unauthorized persons going in and out of the farm without proper sanitation
- bringing in food and cooking pork meat/products inside the farm
- unnecessary activities such as doing carwash without sanitizing the car
- mishandling of dead animals where discharges has been spilled in the pens because of late detection of sick and dead animals
- damaged pens where in stray native pig from infected nearby household enters the farm and into the pens

V. SUMMARY AND CONCLUSIONS

The outbreak of African Swine Fever has no treatment, a good biosecurity protocol and strict implementation of farm rules can somehow prevent and control the spread of the disease in the farm. But a simple human error can eradicate the entire herd and put all your efforts to waste.

It is therefore concluded that human negligence is the number one factor that causes the spread of ASF.

RECOMMENDATIONS

Through these ordeals, the following is recommended:

- with or without disease outbreaks, farm biosecurity protocols should be strictly implemented.
- once confirmed through laboratory test that there is ASF positive in the herd, depopulation of the entire herd is necessary

- if a certain area has still positive cases for ASF, repopulation of new herd should be avoided

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Publication Perception of Faculty Researchers in a State University

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Received: 25 Nov 2022; Received in revised form: 18 Dec 2022; Accepted: 24 Dec 2022; Available online: 31 Dec 2022

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Abstract— The objective of the study is to create further insights in the level of publication Stress, Attitude and Resources Perception of faculty researchers to find out potential solutions and innovation that would help further research publication in Kalinga State University. This is necessary, as variations in ranks and experience could indicate the necessity for different interventions. The Publication Pressure Questionnaire was used to measure perceived publication pressure in researchers which consists of three subscales covering Stress, Attitude and Resources. The findings in the study suggest that respondents are optimistic about publishing in their field, and has access to multiple supporting resources as reflected in their subscale scores but perceive their level of performance as overall unsatisfactory. It is revealed that faculty researchers who holds higher ranks have lower attitude and resources perception scores but have higher rate in performance. They have equal level of perceived stress attitude and resources across experience but those who have more experience tend to do better in research. To improve the faculty researcher's performance, the University is recommended to come up with a thorough plan and program intervention taking into consideration the rank and experience of the faculty researchers to improve their research and publication skills and productivity.

Keywords— Publication, Stress, Attitude, Resources, Perception.

I. INTRODUCTION

Background of the Study

It is extensively recognized that the qualities expected of a university lecturer are diversified and append a fitting personality, efficient teaching abilities, research ability, rich knowledge, good skills for classroom management and communication, and professional commitment.

Universities have a major role in information generation since a major part of scientific and technical publications are from the universities. Anderson (1978). Research performance is a multi-disciplinary concept, which cannot be summed up in a sole comprehensive measure and remains to be one of the important criterion in the World University Ranking. Gamuza (2019).

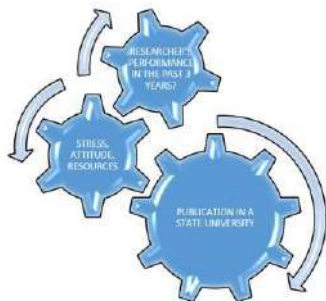
Thus, research development, extension, and training are major functions of the Kalinga State University (KSU) necessary for the generation, adoption

and commercialization of appropriate technologies by clients such that the latter may eventually, by themselves, achieve development and inclusive growth. (KSU RDE Manual) It has for its legal bases the provision of the Philippine Constitution that the State recognizes the importance of science and technology in national development. Thus, it provides that the State shall regulate the transfer and promote the adaptation of technology from all sources for the national benefit. It shall encourage the widest participation of private groups, local government and community-based organizations in the generation and utilization of service and technology.

A popular productivity indicator of the R&D is the quantity of publications generated by the faculty and the citations these publications receive. Recognition of academic researchers are now measured by number of publications and citations garnered. Buena-Casal.G (2014). Thus it has become a pressure to publish while realizing instructor and administration duties. Carpenter (2014).

However, in the study of Van Dalen (2012) it turns out that publication pressure negatively affects the orientation of demographers towards policy and knowledge sharing. Thus this study.

Conceptual Framework



According to Republic Act 7722, “An Act Creating the Commission on Higher Education.”, a university is characterized as a Research and Development laboratory thus making it imperative for Higher Education Institutions to become platforms for research and development.

In the pursuit of the Commission on Higher Education to craft workable research innovations and extension systems in Philippine higher education, CHED Memorandum Order (CMO) No. 52 Series of 2016 was issued. This CMO presents pathways that will support the development and articulation of the new innovation and research eco system in Philippine higher education, namely, Pathways to Equity, Pathways to Relevance and Pathways to Advancement.

Under Pathways to Advancement, CHED is mandated to initiate mechanisms to motivate, reward and recognize the work of Philippine HEI researchers and extension specialists. It was indicated that it is important to understand and segment Philippine HEI based researchers to steer public resources and investments in HEI-based research and innovation, effectively develop a pipeline of human resources in research and innovation and to sustain research careers in Philippine HEI's.

Numerous studies both local and international have been conducted to study Publication pressure among medical professionals, graduate school students, SUC managers and faculty researchers. However, there is no research conducted in Kalinga State University that seeks to find out the publication pressure by looking into the Stress, Attitude and Resources Perception of its faculty researchers across sex, rank and years of teaching experience.

The study strives to appraise faculty researchers' Stress, Attitude and Resources Perception on Publication in Kalinga State University, regardless of their sex, rank,

years of teaching experience vis a vis their performance in the past three years. This is necessary, as these variations could indicate the necessity for different interventions. This may create further insights in the kind of publication Stress, Attitude and Resources Perception to find out potential solutions.

Statement of the Problem

This study aims to know what is the level of faculty researchers' Stress, Attitude and Resources Perception on Publication in Kalinga State University.

Specifically, it sought to answer the following questions:

1. What is the profile of the respondents in terms of the following?
 - a. Sex
 - b. Academic Rank
 - c. Years of Experience
2. What is the level of perception of the faculty researchers' in terms of the following?
 - a. Stress
 - b. Attitude
 - c. Resources
3. What is the level of performance of the faculty researcher in the past 3 years?
4. Is there significant relationship in the Stress, Attitudes and Resource perception of the faculty researchers when grouped according to profile variables?

Hypothesis:

Ho: There is no significant relationship in the Stress, Attitudes and Resource perception of the faculty researchers when grouped according to profile variables.

Objectives of the Study

The objective of the study is to create further insights in the level of publication Stress, Attitude and Resources Perception of faculty researchers to find out potential solutions and innovation that would help further research publication in Kalinga State University.

Significance of the Study

KSU Administration

The results and recommendations of the study will serve as basis for Kalinga State University's Enhanced Research Training and Development Program

This study will benefit the researcher to better understand the faculty researchers' Stress, Attitude and Resources Perception on Publication in Kalinga State University, regardless of their sex, rank, years of teaching

experience vis a vis their performance in the past three years.

Future Researcher

Results of this study will serve as secondary source of information for those intending to carry out further study related the present study.

Scope and Delimitation of the Study

All faculty researchers in Kalinga State University, regardless of their sex, rank, years of teaching experience, field of expertise and the number of researches published.

II. REVIEW OF LITERATURE

Research is a strong handmaid of the state not just in improving the people's lives in the community but also for national development. Recent studies have a strong foundation on incorporating new research programs for the purpose of community partnerships Epstein and Sheldon (2006)

Nowadays "there is no science without being published", as it corresponds to the permanent record of our research, reputation and "immortality" and to not publish may suggest that the author is not committed to sharing knowledge and, in some cases, wishes to avoid scientific discussion with peers. Dinis-Oliveira (2015).

Individual who has made a significant contribution to the intellectual content of a manuscript can reasonably claim a right to authorship. It is the "coin of the realm" that "buys" tenure and promotion as well as funding of research proposals. Bird(2006).

Impact Factors has become the pervasive arbiter of scientific careers for those who apply for positions and fellowships.

Gannon (2000).

There is a significant pressure exerted on researchers to produce publications. The number of publications, authorship order and journal impact factor were important factors for performance reviews and promotion at academic and non-academic institutes.

Promotion and tenure are the rewards for faculty who successfully allocate their time among their various areas of responsibility. Conflicting pressures for publication, good teaching, service to the university and to the non-university community, and demands of personal lives limit the time that any one area receives Cox, Boze, and Schwendig(1987).

Findings suggest that the current publication culture leads to negative sentiments, counterproductive

stress levels and, most importantly, to questionable research practices. Tijdink (2016).

Stress surveys in U.K. and Australian universities demonstrated high occupational stress levels among faculty. The results warrant consideration of contemporary academic work by both academic staff associations and university administrations with respect to the implementation of changes in policies and procedures that might lead to reductions in work-related stress and strain. Boasandand Morin (2016).

DEFINITION OF TERMS

Attitude. It is a settled way of thinking or feeling about someone or something, typically one that is reflected in a person's behavior.

Cross-sectional study. Involves looking at data from a population at one specific point in time.

Impact Factor. It is a scientometric index calculated by Clarivate that reflects the yearly average number of citations that articles published in the last two years in a given journal received.

Pressure. It is the use of persuasion, influence, or intimidation to make someone do something.

Publication. The act or process of publishing.

Quantitative research. It is referred to as the process of collecting as well as analyzing numerical data. It is generally used to find patterns, averages, predictions, as well as cause-effect relationships between the variables being studied.

Research Project. It is an inquiry or investigation directed at acquiring new or additional knowledge/information about a certain topic.

Research. Is the systematic investigation into and study of materials and sources in order to establish facts and reach new conclusions.

Resources. It is a stock or supply of money, materials, staff, and other assets that can be drawn on by a person or organization in order to function effectively.

Stress. It is a feeling of emotional or physical tension. It can come from any event or thought that makes you feel frustrated, angry, or nervous. Stress is your body's reaction to a challenge or demand.

Study. This refers to the basic unit in the investigation of a particular researchable problem with predetermined objectives to be accomplished within a specific time frame.

III. METHODOLOGY

The locale of the Study

The study was conducted in the three campuses of Kalinga State University located at Dagupan and Bulanao Tabuk City and Rizal Kalinga.

Research Design

The research method of this study is quantitative and cross sectional since it will involve primary data collection using a questionnaire, and numbers; and the findings will be presented in the form of graphs and tables, to communicate a discernment of reliable and unbiased research Denscombe (2003).

Respondents/informants/research participants

The target population of this study included all faculty researchers in Kalinga State University. There were no inclusion or exclusion criteria based on ranks, years of teaching experience, field of expertise and the number of researches published.

The 67 sample respondents were derived from the total number of 217 teaching employees in Kalinga State University. The study was conducted in the emergence of Covid 19, thus the faculty members are on Work from Home Arrangement wherein some faculty members who have co morbidities were not required to report physically and the rest are only required to work on an alternative weekly basis thus convenience sampling was resorted to by the researcher.

Out of the 67 respondents, 8 respondents answered through the google forms. 59 printed questionnaires were floated and the surveys containing 4 blank responses were treated as respondent's withdrawal from the study and were not included in the analysis.

Instrumentation

The survey instrument used is the revised Publication Pressure Questionnaire by Haven, de Goede, Tijdink, and Oort, (2019) it is comprised of three sections; demographic questions of which the researcher added the level of performance of the faculty researcher in the past 3 years based from the University target.

The Publication Pressure Questionnaire is a validated and reliable survey instrument to measure perceived publication pressure in academic researchers. It consists of three subscales each with six items scored on a 5-point Likert scale from "Totally Disagree (1)" to "Totally Agree (5)". The score for each subscale is calculated by taking the average of the six items, which includes protective and risk factors within the subscale. There are six items inserted over the eighteen items that are protective factors that decreases perceived publication pressure as opposed to the risk factors that increases publication pressure. To warrant consistency,

the protective factors were recorded inversely before subscale cores were calculated. Haven, de Goede, Tijdink, and Oort, (2019)

The Publication Stress subscale represents the stress associated with feeling compelled to publish research frequently. The Publication Attitude subscale reflects a researcher's outlook on publication, be it optimistic or pessimistic. The Publication Resources subscale includes factors such as supportive colleagues and academic freedom which can decrease pressure associated with publishing

If someone scores close to 5.00 across all three subscales, that indicates they are experiencing high publication-related stress, have a pessimistic view of publishing, and have limited access to resources. Conversely, a researcher with subscale scores close to 1.00 experiences little publication-related stress, is optimistic about publishing in their field, and has access to multiple supporting resources.

The level of performance was culled out from the targets set forth by the University and the rating scale was adopted from the Kalinga State University's Strategic Performance Management System Handbook.

Data Gathering

The survey questionnaire in google form was posted on the official Facebook page of Research and Extension Publication and Information Center and on the Kalinga State University Research and Extension group chats. The Research Chairpersons of the different programs were also instructed to disseminate the link for the google form version of the questionnaire. Additionally, the researcher printed and distributed hardcopy of the questionnaires to faculty research participants.

Data Analysis

All the data gathered from the participants was collected and systematically tabulated. Quantifiable data was translated into descriptive statistical values, which served as the basis in drawing interpretations and conclusions.

The following statistical methods was employed:

- 1) Frequency and percentage to describe the participants' profile.
- 2) Mean scores for each Publication Pressure Questionnaire and Level of Performance were calculated.

Mean	Interpretation	
	Publication Pressure Questionnaire	Level of Performance
4.20-5.00	Totally Agree	Outstanding Performance exceeding targets by 30% and above of the planned targets
3.40-4.19	Agree	Very Satisfactory Performance exceeding targets by 15% to 29% of the planned targets
2.60-3.39	Neutral	Satisfactory Performance exceeding targets accomplished to 14% of the planned targets
1.80-2.59	Disagree	Unsatisfactory Performance of 51% to 99% of the planned targets
1.00-1.79	Totally Disagree	Poor Performance failing to meet planned targets by 50% or below

3) Spearman rank correlation to see whether the rank, years of experience, attitude, stress perception and level of performance covary; whether, as one variable increases, the other variable tends to increase or decrease.

4) Chi square to compare sex, experience, attitude, stress perception and level of performance and to see if they are related.

Limitation of the Study

The samples used in this research were convenience samples from faculty researchers who are present and can access the questionnaires via a google form. The results for this study were interpreted with particular caution because of this. Small sample sizes are known to yield statistical results that are less widely generalizable to other groups Trevino (1992). Because of this, they may not be representative of the populations under study. Readers should hence approach the current findings and conclusions with caution.

The design of the current research was cross-sectional, which means that the data were gathered at one

specific point in time only. No pre- and post-event testing was used, and nor were longitudinal processes evaluated.

Because a quantitative methodology was used, it was not possible fully to explore the problems encountered and issues underlying publication in the University.

IV. RESULTS AND DISCUSSION

This chapter presents the analysis and interpretation of data in chronological order based on the statement of the problem. For a better understanding of readers, data were presented in tabular form. After each table, analysis and interpretation follow.

PROFILE OF THE RESPONDENTS

Table 1. SEX

Sex	Frequency	Percentage
Female	41	65.08
Male	22	34.92
Total	63	100

Table 2. ACADEMIC RANK

Academic Rank	Frequency	Percentage
Instructor	37	58.73
Assistant Professor	13	20.63
Associate Professor	10	15.87
Professor	3	4.76
Total	63	100

Table 3. YEARS OF TEACHING EXPERIENCE

Years of Teaching Experience	Frequency	Percentage
Newbie (0-5 years)	21	33.33
Early career(6-10)	22	34.92
Mid-Career(11-15)	14	22.22
Senior (16 above)	6	9.52
Total	63	100

As seen in Table 1. There are 63 total respondents to the survey, of which 41 are female and 22 are male. More than 50 percent of the respondents are Instructors, twenty percent are assistant professors, 15 percent associate professors and less than 5 percent are professors. The respondents were stratified by years of teaching

experience, determined by the number of years after the start of their first year of teaching in a State University. Faculty members who are either newly hired or who have 0 to five years of teaching experience were labelled as newbies, those with at least six to ten years teaching experience as early career, mid-career for those who have eleven years to fifteen years teaching experience and senior for those who have gained more than sixteen years of experience in the academe as teachers.

LEVEL OF PERCEPTION OF THE FACULTY RESEARCHERS

Table 4. STRESS SUBSCALE

Stress subscale	Mean	Descriptive Scale
1. I experience stress at the thought of my colleagues assessment of my publications output.	2.21	Disagree
2. I feel forced to spend time on my publications outside office hours.	2.11	Disagree
3. I cannot find sufficient time to work on my publications.	1.86	Disagree
4. I have no peace of mind when working on my publications.	1.90	Disagree
5. I can combine working on my publications with my other tasks.	3.83	Agree
6. At home, I do not feel stressed about my publications	3.71	Agree
Weighted mean	2.62	Neutral

Writing for scholarly publications is considered a crucial dimension of academic work, and has increasingly caused anxiety and induced stress on scholars. Lee, 2014

However, the respondent faculty researchers of Kalinga State University perceive Stress on publication as Neutral. They disagree on the statement that their experience stress at the thought of their colleague's assessment of their publication outputs. They also don't feel the pressure of being forced to spend time on their publication outside office hours and that they find sufficient time to work on their publications. With a mean score of 1.90 it appears that the respondent researchers have a peace of mind when working on their publications. It was also reflected that they can combine their publications and other tasks that are assigned and they

does not feel stress about their publications which can be considered as an advantage to the university because faculty members are found induced to slight activities such as teaching, advising and community services causing their institutions to drift away from important parts of their higher education mission because of the current trend in the academe public or perish Backes-Gellner, and Schlinghoff (2008)

The result of the survey is opposed to the findings of Kinman and Jones (2008) which states that academic work has become comparatively stressful in several countries and that of Miller, Taylor and Bedeian (2011) which indicates that faculty are significantly feels great pressure to publish.

Table 5. ATTITUDE SUBSCALE

Attitude subscale	Mean	Descriptive Scale
1. The current publication climate puts pressure on relationships with fellow-researchers.	2.32	Disagree
2. I suspect that publication pressure leads some colleagues (whether intentionally or not) to cut corners.	2.38	Disagree
3. In my opinion the pressure to publish scientific articles has become too high	2.20	Disagree
4. My colleagues judge me mainly on the basis of my publications.	2.60	Neutral
5. Colleagues maintain their administrative and teaching skills well, despite publication pressure.	3.10	Neutral
6. Publication pressure harms science.	2.27	Disagree
Weighted mean	2.49	Disagree

Overall, the respondents disagreed with the statements under the attitude subscale with a mean of 2.49. The publication climate in the University does not seem to put pressure on their relationship with their fellow researchers which is contrary to the findings in the study of Anderson, Ronning, De Vries, and Martinson (2007) that competition among scientists for funding, positions and prestige, among other things, is often seen as a salutary driving force in research.

The faculty researchers of Kalinga State University neither suspect that publication pressure lead some of their colleague to cut corners nor believe that the pressure to publish scientific articles became too high thus

harming science. They are however neutral on whether they think their colleagues judges them mainly on the basis of publication and whether their colleagues maintain their administrative and teaching skills well despite publication pressure. This is also inconsistent with the findings of Tijdkink et al (2016) which suggest that the current publication culture leads to negative sentiments, counterproductive stress levels and, most importantly, to questionable research practices among junior and senior biomedical scientists.

Table 6. RESOURCE SUBSCALE

Resources subscale		
1. When working on a publication, I feel supported by my co-authors.	2.64	Neutral
2. When I encounter difficulties when working on a publication, I can discuss these with my colleagues.	2.63	Neutral
3. I have freedom to decide about the topics of my publications.	2.95	Neutral
4. When working on a publication, many decisions about the content of the paper are outside my control.	2.60	Disagree
5. I cannot cope with all aspects of publishing my papers.	2.20	Disagree
6. I feel confident in the interaction with co-authors, reviewers and editors.	2.77	Neutral
Weighted mean		

The faculty researchers are generally neutral on their resource perception on publication, as reflected in the table above, they only disagreed on the statements that many decisions about the content of the paper are outside their control and that they cannot cope with all aspects of publishing their papers. They were neutral on everything else, such as their feeling of being supported by their co-authors, their freedom to decide about the topics of my publications and their confidence when it comes to interacting with their co-authors. These results are consistent to the study of Anderson, Horn, et.al., (2007) which finds that mentoring has the potential to influence behavior in ways that both increase and decrease the likelihood of problematic behaviors and that colleagues

maintain their administrative and teaching skills well, despite publication pressure Melguizo and Strober (2007)

LEVEL OF PERFORMANCE OF THE FACULTY RESEARCHER IN THE PAST 3 YEARS

Table 7. LEVEL OF PERFORMANCE OF THE FACULTY RESEARCHER IN THE PAST 3 YEARS

Performance variable	Mean	Descriptive Scale
Completed Research	2.72	Satisfactory
National recognition	1.22	Poor
Conference presentations	2.64	Satisfactory
International recognition	1.21	Poor
Number of publications	2.56	Unsatisfactory
Article citations	1.21	Poor
Creative works	1.14	Poor
Weighted mean	1.81	Unsatisfactory

As seen in the table above, the faculty researchers perceive their performance as overall unsatisfactory. The respondents rated themselves a satisfactory in terms of completed research and conference presentations with mean scores of 2.72 and 2.64 respectively, equivalent to performance that exceeds the targets by more than 14%. They find their performance on the number of publications as unsatisfactory or that they were only able to publish their 51% to 99% researches of the planned targets. Because they feel that they failed to meet planned targets by 50% or below, Lastly, the faculty researchers perceive their performance as poor on National recognition, Article citations and on Creative Works.

The Satisfactory rating of the respondents in their level of performance is congruous to their ability to find sufficient time to work on their publication and that capacity to combine working with their publications and other tasks assigned as perceived in the stress subscale. Undeviating from the findings of Ito and Brotheridge(2007) that the amount of time that individuals invested in research activities predicted their level of research productivity.

STRESS, ATTITUDES, RESOURCE PERCEPTION AND PERFORMANCE BY SEX

Table 8. STRESS, ATTITUDES, RESOURCE PERCEPTION AND PERFORMANCE BY SEX

	ATTITUDE		RESOURCE		STRESS		PERFORMANCE	
	Mean	Std	Mean	Std	Mean	Std	Mean	Std
Female	0.71	2.54	0.78	2.60	0.47	1.41	0.64	0.71
Male	0.76	2.80	0.74	2.80	0.47	1.36	0.53	0.76

Table 9 Relationship between respondent's sex and level of stress, resources and attitudes and their performance.

Sex vs Dep. Var	Chi-square	df	p	
Attitude	5.09	3	0.16506	ns
Resources	3.91	4	0.41831	ns
Stress	1.29	3	0.73194	ns
Performance	1.30	3	0.72912	ns

Ns-not significant

Notes: the variables are not significantly related

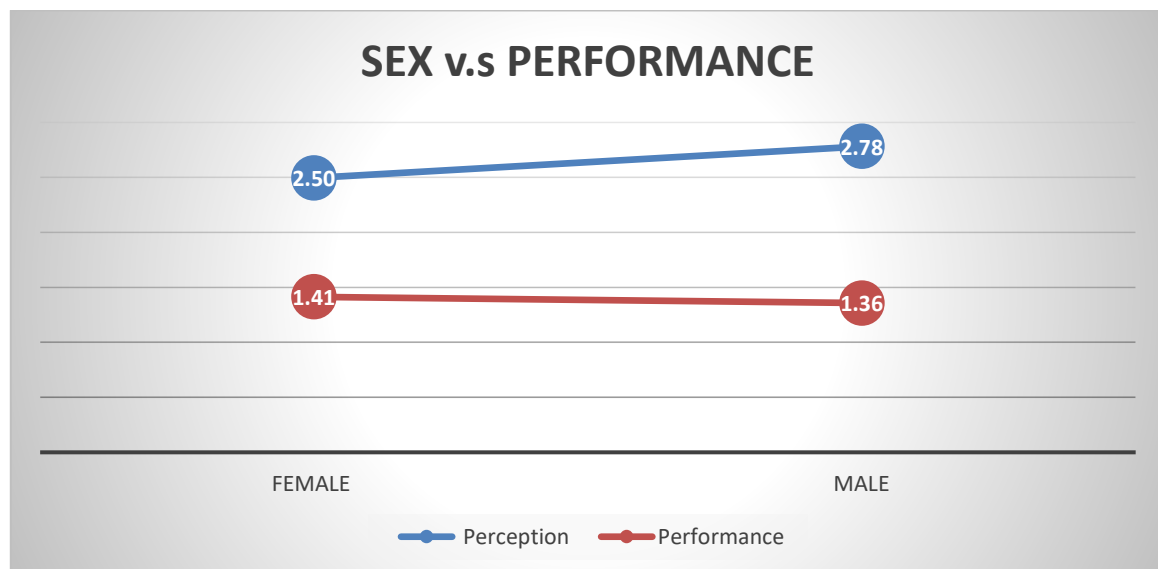


Fig. 1. SEX vs. PERFORMANCE

The respondents are comprised of 65.08 percent of female and 34.92 mal. But as presented in table 9, no significant difference was found between gender in terms of stress, attitude, resource perception and performance. This is despite the confirmed presence of significant

differences in productivity between men and women (Abramo, G., D'Angelo and Caprasecca (2009)).

STRESS, ATTITUDES, RESOURCE PERCEPTION AND PERFORMANCE BY RANK AND TEACHING EXPERIENCE

Table 10. STRESS, ATTITUDES, RESOURCE PERCEPTION AND PERFORMANCE BY RANK

	ATTITUDE		RESOURCE		STRESS		PERFORMANCE	
	Mean	Std	Mean	Std	Mean	Std	Mean	Std
Instructor	2.63	0.69	2.74	0.73	2.74	0.39	1.11	0.21
Assi Prof	2.49	0.59	2.35	0.63	2.52	0.49	1.48	0.39
Asso Prof	2.48	0.92	2.92	0.91	2.40	0.60	1.78	0.53
Prof	1.22	0.19	1.60	0.53	2.33	0.50	3.33	0.29

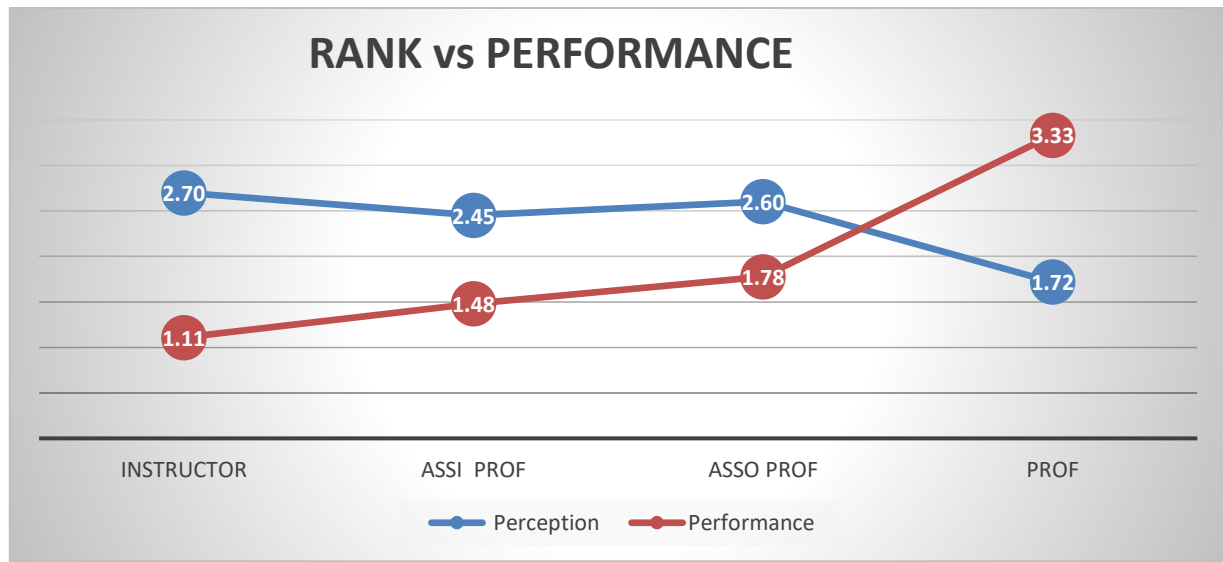


Fig.2. RANK vs PERFORMANCE

Table 11. STRESS, ATTITUDES, RESOURCE PERCEPTION AND PERFORMANCE BY YEARS OF EXPERIENCE

	ATTITUDE		RESOURCE		STRESS		PERFORMANCE	
	Mean	Std	Mean	Std	Mean	Std	Mean	Std
Newbie	2.49	0.71	2.80	0.74	2.74	0.38	1.13	0.25
Early	2.76	0.64	2.47	0.76	2.66	0.46	1.19	0.31
Mid	2.18	0.70	2.76	0.80	2.40	0.57	1.72	0.51
Senior	2.19	1.09	2.31	0.88	2.54	0.43	2.33	1.12

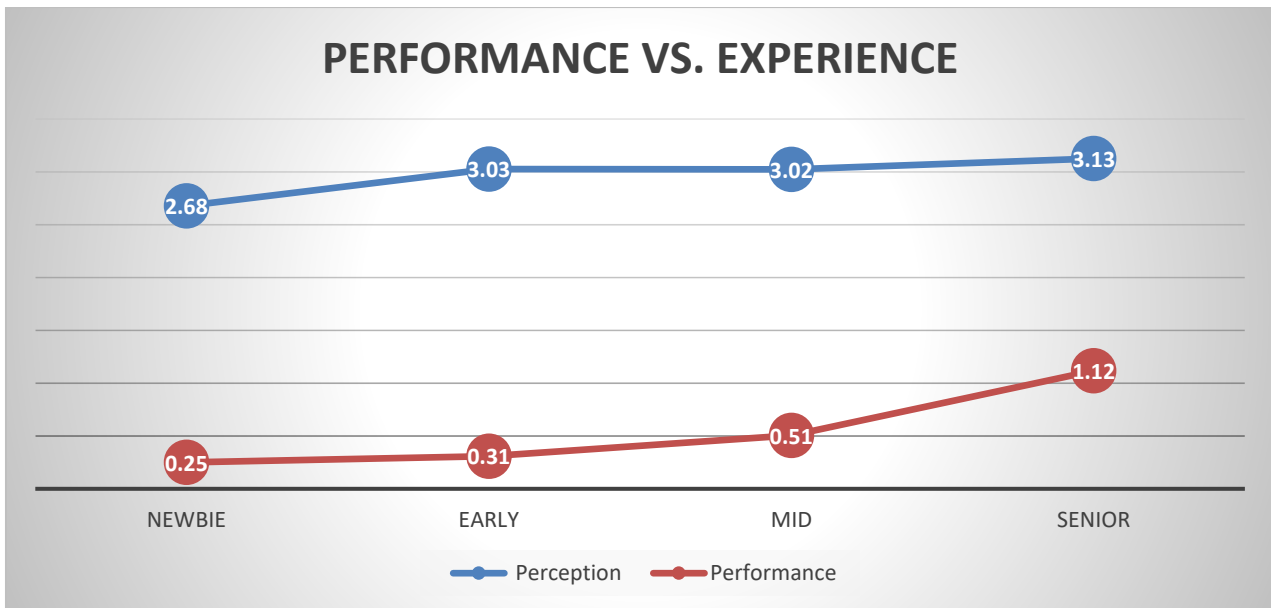


Table 12. Spearman Rank Order Correlations

Profile vs Dep var	Valid N	- Spearman - R	t(N-2)	p-value	
Academic Rank & Stress	63	-0.29	-2.33	0.02311	*
Academic Rank & Attitude	63	-0.25	-2.02	0.04739	*
Academic Rank & Resources	63	-0.16	-1.23	0.22247	ns
Academic Rank & Performance	63	0.69	7.47	0.00000	**
Years of Teaching Experience & Stress	63	-0.23	-1.87	0.06563	ns
Years of Teaching Experience & Attitude	63	-0.14	-1.13	0.26483	ns
Years of Teaching Experience & Resources	63	-0.14	-1.07	0.28740	ns
Years of Teaching Experience & Performance	63	0.59	5.67	0.00000	**

*-significant at 0.05

**-significant at 0.01

ns-not significant

The Academic rank significantly affects (negative relation) the level of stress and attitudes of the respondents. Meaning, the higher the rank the lower the stress, and attitude perception. In consonance with the findings of Tijdkink, Vergouwen, and Smulders (2013) the number of years of professorship was significantly related with experiencing less publication pressure.

It is also revealed in this study that, that there is a direct relationship between the respondents' academic rank

and performance in research writings. However, the experience does not influence the level of stress, attitudes and resources of the respondents but it is significantly related to their performances. This implies that those who have more years of teaching experience tend to do better in research. The reason behind can be associated by the findings in the study of Cox (1991) which indicates that experience is inversely related to the amount of effort allocated to research taken singularly.

STRESS, ATTITUDES AND RESOURCE PERCEPTION BY PERFORMANCE

Table 13. STRESS, ATTITUDES AND RESOURCE PERCEPTION BY PERFORMANCE

	r(X,Y)	r ²	t	P	
(Y)Performance vs X					
Attitude	-0.40	0.16	-3.45	0.0010	**
Resources	-0.24	0.06	-1.97	0.0534	ns
Stress	-0.37	0.14	-3.11	0.0028	**
**-significant at 0.01		ns-not significant			

V. SUMMARY

The researcher received 63 complete responses to the survey, 41 females and 22 males. There are 37 instructors, 13 assistant professors, 10 associate professors and 3 are professors. 21 are newbies, 22 on their early career, 14 on their mid-career and 6 are considered senior.

It is found that the respondents have a neutral perception on stress and resources and an overall rating of disagree on attitude perception scale. It can be inferred that faculty researchers of Kalinga State University do not experience stress at the thought of their colleague's assessment of their publication outputs. They also don't feel the pressure of being forced to spend time on their publication outside office hours and that they find sufficient time to work on their publications.

The respondent researchers have a peace of mind when working on their publications and are able to combine their publications and other tasks that are assigned without feeling stressed about their publications.

The publication climate in the University does not seem put pressure of their relationship with their fellow research. The faculty researchers neither suspect that publication pressure lead some of their colleague to cut corners nor believe that the pressure to publish scientific articles became too high thus harming science.

In terms of their resource perception, they are neutral in terms of the support obtained from their co-authors and colleagues, freedom to decide on publication topics and confidence in their interactions with co-authors, reviewers and editors.

However, the faculty researchers perceive their performance as overall unsatisfactory. They rated themselves a satisfactory in terms of completed research and conference presentations but they find their performance on the number of publications as unsatisfactory and perceive their performance as poor on National recognition, on Article citations and on Creative Works.

No significant difference was found between gender in terms of stress, attitude, resource perception and

performance. The Academic rank significantly affects the level of stress and attitudes of the respondents but not in resources. Also, there is a direct relationship between the respondents' academic rank and performance in research writings. It can be seen that as the rank ascends, the level of performance increases.

However, experience does not influence the level of stress, attitudes and resources of the respondents but it is significantly related to their performances. This means that those who have more years of teaching experience tend to do better in research.

VI. CONCLUSION

Altogether, the researcher documented the publication pressure in terms of stress, attitude and resources as perceived by the faculty researchers of Kalinga State University across sex, academic rank and years of experience.

The findings in the study suggest that the faculty researchers of Kalinga State University are optimistic about publishing in their field, and has access to multiple supporting resources as reflected in their subscale scores.

The male and female faculty members perceive stress, attitude and resources at almost the same level and their performance are comparable. In terms of attitude and resources perception, faculty researchers who holds higher ranks have lower perception but have higher rate in performance. It is also revealed that faculty researchers have equal level of perceived stress attitude and resources across experience but those who have more experience tend to do better in research.

VII. RECOMMENDATION

The objective of the study is to create further insights in the level of publication Stress, Attitude and Resources Perception of faculty researchers to find out

potential solutions and innovation that would help further research publication in Kalinga State University.

It is found that variations in rank and years of experience affects performance in research thus indicates the necessity for different interventions. To improve the faculty researchers of performance, the University is recommended to come up with a thorough plan and program intervention that would motivate the faculty researchers to improve their research and publication skills through the following intervention:

1. Assess the needs of the faculty through mandatory participation in a needs assessment survey.
2. An outline of training/seminar topics based on the results of the needs assessment and taking into consideration the rank and experience of the faculty researchers should be developed which shall be the basis in the formulation of the faculty research development program.
3. Come up with a system to give priority to those faculties who preferred the specific topic in the selection of participants for the in-service training in research
4. Emphasis should be given to the need of the improvement of Article Citation and researches that will yield to creative works.
5. Faculty researchers must be well-informed not just about research topics but also about the policies and procedures as well as the research incentives and assistance for National and International Presentations.
6. Development of a research portfolio of faculty researchers must be introduced in order to challenge them to further their careers in research.
7. Close monitoring of their skills training in research and their achievements must be considered.
8. Further studies should be conducted to address the limitation of the study on the adequacy of the sample, data collection and analysis.

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Job Satisfaction and Quality of Work Life among Government Employees in the Municipality of Liloy Zamboanga Del Norte, Philippines

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Received: 16 Nov 2022; Received in revised form: 05 Dec 2022; Accepted: 12 Dec 2022; Available online: 17 Dec 2022

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Abstract— This study aimed to assess the job satisfaction and quality of work life of the government employees in the Municipality of Liloy, Zamboanga del Norte, during the calendar year 2020. A quantitative descriptive-correlational research design was employed in this study. Using frequency counting and percent, weighted mean, standard deviation, Mann-Whitney U test, Kruskal-Wallis test, and Spearman Rank-Order Correlation, data were obtained from 170 employees of the Local Government Unit in Municipality of Liloy Zamboanga del Norte. The study found that the perceived level of employees' job satisfaction is strongly agreed upon and highly satisfied. Standard deviations less than 3.0 supported a high degree of homogeneity in their responses. In addition, the study discovered that the respondents' perceived quality of work life is strongly agreed upon and described to a very large extent. Standard deviations less than 3.0 supported a high degree of homogeneity in their responses. The study found no significant difference in the perceived level of employees' job satisfaction regarding age, sex, and level of education. Moreover, the study also found no significant difference in the perceived level of employees' quality work of life in terms of age, sex, and level of education. Furthermore, the study revealed a significant relationship between job satisfaction and employees' quality work of life in the Local Government Unit of Liloy. This indicates that job satisfaction is significantly related to quality work of life. Hence, management strategy and working environments would be enhanced to boost job satisfaction and employees' quality of work life.

Keywords— Job Satisfaction, Quality Work of Life, Philippines

I. INTRODUCTION

The prevalent job satisfaction problem among employees is an ongoing concern faced by almost all government agencies. Employees dissatisfied with their job will likely lose their dedication, innovation, and efficiency. In most cases, this is the average explanation for every end of the calendar year's departure of employees. Job satisfaction is a worldwide phenomenon (Panes, Gempes, and Genuba, 2017). Research in Malaysia has shown that government offices are losing their best employees. Consequently, a call to boost the work satisfaction of workers resounded (Ariffin, Hashim, and Sueb, 2013). Besides, the survey in America showed a disturbing portrait of American workers; in a quarter of a century, employee job satisfaction decreased to its lowest point. Moreover, factors that led to lower work satisfaction among employees in America were

established (Richmond, 2013). Employees, however, have a poor quality of working life and are unhappy or dissatisfied with their jobs (Balaji, 2013).

Quality of working life has been differentiated from the broader concept of Quality of Life. As noted, employees who are dissatisfied or whose desires are otherwise unfulfilled seem to have a low quality of work life (Chandra, Lakhawat, & Vishwakarma, 2013). In addition, the top management realized that if the employees are not motivated, they cannot retain them as efficient employees (Parameshwari & Suresh, 2015). On the other hand, work-life naturally means the life of employees, physical and intellectual, in their work environment in an office or factory, or field working (Das & Panda, 2015). However, dissatisfaction with work-life arises due to the mismatch between employee expectations and reality, which may

affect their performance in the organization (Parameshwari & Suresh, 2015).

This study is critical because it tests the quality of work-life variables and the current circumstances of employees and how much they impact the satisfaction and success of employees in their work organization. In addition, Quality of Work Life has taken on growing interest and importance in all countries of the world. It is essential in terms of dedication to work, motivation, and job performance (Das & Panda, 2015). In particular, the organization needs to focus on job design and work organization to accommodate the new generation of employees. Moreover, today's workforce is aware of the value of relationships and seeks to strike a balance between career and personal life (Das & Panda, 2015).

Quality of Work Life has been connected to various studies of various influences. Accordingly, Noor and Abdullah (2012) confirmed a significant relationship between quality of work life and job satisfaction. In clarifying the relationship between job satisfaction, job participation, and job stability with the quality of work life, job satisfaction bears more weight. In addition, (Chandra, Lakhawat, & Vishwakarma, 2013) indicate that the most significant determinant of Quality of Work Life is physical factors, psychological factors, and social factors. The study showed that Quality of Work Life is positively and significantly related to employee satisfaction.

Considering the substantial problems encountered by this topic, numerous works have been carried out around the world to identify the causes and effects and make appropriate conclusions. However, literature has been denied regarding the quality of work life and job satisfaction framework and whether or not they are practiced and adapted. Quality of Working Life is not only a concept that deals with one field but has been found to include a hierarchy of concepts that involve work-based factors such as job satisfaction and satisfaction with work. Pay and work colleagues' interactions are also variables that largely concentrate on life satisfaction and a general sense of well-being. Meanwhile, no current research has been carried out on any of the above variables in Region IX, particularly in the Municipality of Liloy, Zamboanga Del Norte. The

purpose of this study is to gather evidence to assess the level of job satisfaction and the quality of work life of the government employees in the Municipality of Liloy, Zamboanga Del Norte.

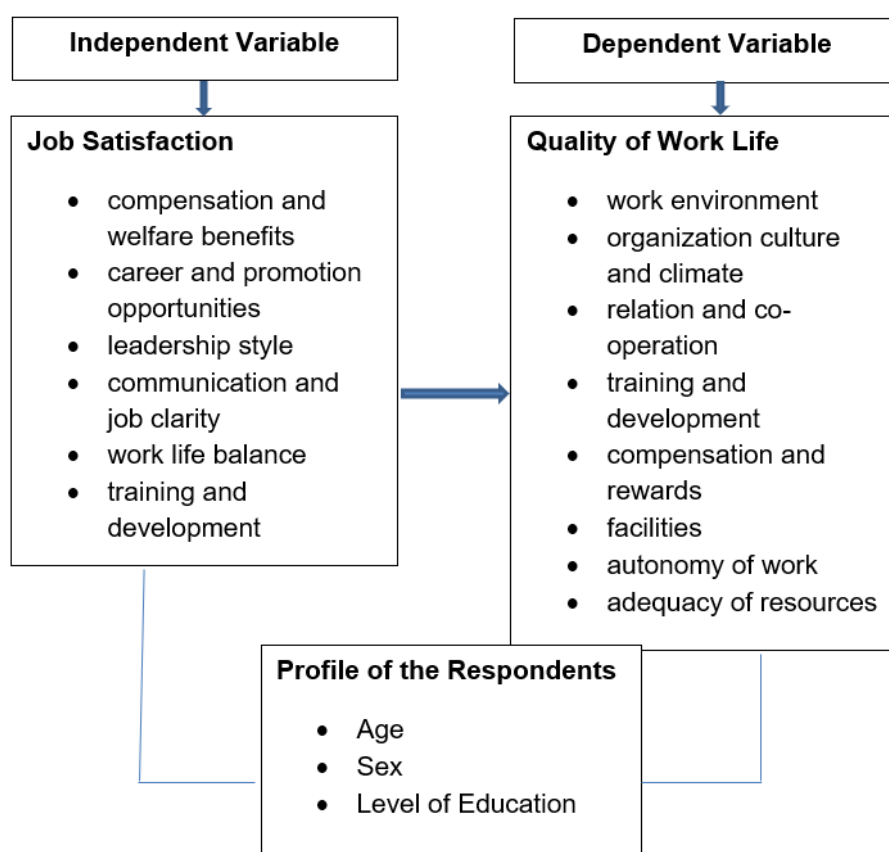
Theoretical Framework

This research study is anchored on the Two-Factor Theory of Motivation by Frederick Herzberg (1959). Herzberg stated that some job factors result in satisfaction while others prevent dissatisfaction. According to Herzberg, the opposite of "Satisfaction" is "No satisfaction," and the opposite of "Dissatisfaction" is "No Dissatisfaction."

Hygiene factors. Hygiene factors are those job factors which are essential for existence of motivation at workplace. These do not lead to positive satisfaction for long-term. But if these factors are absent / if these factors are non-existent at workplace, then they lead to dissatisfaction. In other words, hygiene factors are those factors which when adequate/reasonable in a job, pacify the employees and do not make them dissatisfied. These factors are extrinsic to work. Hygiene factors are also called as dissatisfies or maintenance factors as they are required to avoid dissatisfaction. These factors describe the job environment/scenario. The hygiene factors symbolized the physiological needs which the individuals wanted and expected to be fulfilled. Hygiene factors includes pay, company policies and administrative policies, fringe benefits, physical working conditions, status, interpersonal relations and job security.

Motivational factors. According to Herzberg, the hygiene factors cannot be regarded as motivators. The motivational factors yield positive satisfaction. These factors are inherent to work. These factors motivate the employees for a superior performance. These factors are called satisfiers. These are factors involved in performing the job. Employees find these factors intrinsically rewarding. The motivators symbolized the psychological needs that were perceived as an additional benefit. Motivational factors include recognition, sense of achievement, growth and promotional opportunities, responsibility and meaningfulness of the work.

Conceptual Framework



Statement of the Problem

This study aimed to assess the job satisfaction and extent of quality of work life of the government employees in the Municipality of Liloy, Zamboanga del Norte during the calendar year 2021.

Specifically, this study sought to answer the following questions:

1. What is the profile of employees in terms of:
 - 1.1 age;
 - 1.2 sex; and
 - 1.3 level of education?
2. What is the level of job satisfaction of employees in terms of:
 - 2.1 compensation and welfare benefits;
 - 2.2 career and promotion opportunities;
 - 2.3 leadership style;
 - 2.4 communication and job clarity;
 - 2.5 work life balance; and
 - 2.6 training and development?
3. Is there a significant difference in the level of job satisfaction of employees when grouped according to their profile?
4. What is the extent of quality of work life of employees in terms of:
 - 4.1 work environment;
 - 4.2 organization culture and climate;
 - 4.3 relation and co-operation;
 - 4.4 training and development;
 - 4.5 compensation and rewards;
 - 4.6 facilities;
 - 4.7 autonomy of work; and
 - 4.8 adequacy of resources?
5. Is there a significant relationship between the job satisfaction of employees and their quality of work life?
6. Is there a significant difference in the extent of quality of work life of employees when analyzed as to their profile?

II. LITERATURE

Job Satisfaction

Job satisfaction is a pleasurable feeling of emotion that comes from job success. It is the sense of success of the worker on the job that is primarily related to productivity as

well as personal well-being. Indeed, it means the happiness of the person doing the work, doing it well, and being praised for his or her efforts. This means excitement and satisfaction at work. Some proponents magnify that job satisfaction is the main component that results in appreciation, earnings, advancement, and the achievement of other objectives that contribute to a sense of accomplishment. Work satisfaction also spreads the organization's goodwill, reduces absenteeism, labor turnover, accidents; increases the morale, efficiency of workers and encourages new ideas among employees (Anitha, 2011; Simatwa, 2011; & Ayele, 2014).

It was noted that job satisfaction is a dynamic process; a positive emotional state that occurs when a person's job seems to fulfill important values, provided these values are compatible with one's needs. It is a synchronization of what an organization requires of its employees and what the employees are seeking of the organization. With this thought, it is always of a greater interest to know why men work and at which level and how he/she satisfied with the job. Accordingly, job satisfaction as a pleasurable emotional state resulting from the appraisal of one's job; an affective reaction to one's job; and an attitude towards one's job. It implies that employees form attitudes towards jobs by taking into account the feelings, beliefs, and behaviors (Bell, 2016; Panes, Gempes, & Genuba, 2017).

Quality of Work Life

Quality of work life is an experience which an employee feels about the job and work place. It provides the company as well as the workers with benefits. There have been enormous shifts in the methods of human resource management in the new digital era. The workers are regarded as assets by top-level management of businesses. To achieve the goal, they take necessary steps. They realized that if the workers are not inspired, certainly management cannot maintain the productive employees. Top level management also ensure that the quality of work life is present. The approach to the quality of work life sees employees as a benefit to the company rather than a cost (Parameshwari & Suresh, 2015).

Quality of work life is important to organizational performance and it is an important factor that effects motivation at work. Quality of work life programs has two objectives. One is to enhance the productivity and the another is to increase the level of satisfaction of employees. Quality of work life includes the set of values and principles

which define the importance of people working in an organization because they are the most valuable asset for an organization. Quality of work life includes the various elements such as working conditions, working duration, health policies, payment system, fringe and non-fringe benefits that an organization provides to its employees (Parameshwari & Suresh, 2015).

III. METHODOLOGY

Method Used

The study included survey and descriptive-correlational research methods. The survey method was employed since the researchers' gathered data through a questionnaire checklist of job satisfaction, and level of quality of work life. Creswell and Guetterman (2019) defined a survey as a research method used for collecting data from a predefined group of respondents to gain information and insights on various topics of interest. On the other hand, correlational research is a type of non-experimental research method in which a researcher measures variables, understands, and assesses the statistical relationship between them with no influence from any extraneous variable (Bhat, 2019). A correlational analysis was performed to determine the significant relationship between job satisfaction, and quality of work life.

Research Environment

The study took off in Municipality of Liloy, Local Government Unit Province of Zamboanga del Norte. It has three hundred ten (310) government employees. Using the scientific way of determining the sample size by Calmorin, one hundred seventy (170) were then obtained on the deployed survey questionnaire.

Research Respondents

All regular, on job order and/or contract employees of the government offices in the Municipality of Liloy, Zamboanga del Norte are the respondents of this study.

Statistical Treatment of Data

Frequency Counting and Percent. They were used to determine the respondents' profile in terms of age, sex, and level of education. Percent was calculated by getting the frequency of each category divided by the total number of respondents.

Weighted Mean. It was used to quantify the ratings of the respondents' job satisfaction and quality of work life in Liloy, Zamboanga del Norte.

Table 2. Job Satisfaction Scale Range Values & Interpretation

Scale	Range	Description	Interpretation
5	4.21 – 5.00	Strongly Agree	Very highly satisfied
4	3.41 – 4.20	Agree	Highly satisfied
3	2.61 – 3.40	Uncertain	Moderately satisfied
2	1.81 – 2.60	Disagree	Less satisfied
1	1.00 – 1.80	Strongly Disagree	Not satisfied

Table 3. Quality of Work Life Scale Range Values & Interpretation

Scale	Range	Description	Interpretation
5	4.21 – 5.00	Strongly Agree	Very large extent
4	3.41 – 4.20	Agree	Large extent
3	2.61 – 3.40	Uncertain	Moderate extent
2	1.81 – 2.60	Disagree	Small extent
1	1.00 – 1.80	Strongly Disagree	Very small extent

Standard Deviation. It was used to determine the homogeneity and heterogeneity of the ratings where $SD \leq 3$ is homogenous, and $SD > 3$ is heterogeneous (Refugio, Galleto, & Torres, 2019)

Mann-Whitney Test. It was utilized to test the difference in employees' job satisfaction and quality of work life when analyzed as to age and sex.

Kruskal-Wallis Test. It was employed to test the difference in employees' job satisfaction and quality of work life when analyzed as to level of education. Post hoc analysis was performed when significant differences existed between the variables tested to determine where the difference was situated with a Bonferroni-adjusted significant level using Dunn's Test (Aiken & Susane, 2001).

Spearman Rank-Order Correlation. It was used to determine the correlation between employees' job satisfaction and quality of work life.

The following guide in interpreting the value of ρ , suggested by Cohen, West, and Aiken (2014), was used. Value Size Interpretation

± 0.50 to ± 1.00	Large	High positive/negative correlation
± 0.30 to ± 0.49	Medium	Moderate positive/negative correlation
± 0.10 to ± 0.29	Small	Low positive/negative correlation
± 0.01 to ± 0.09	Negligible	Slight positive/negative correlation
0.00	No correlation	

IV. RESULT AND DISCUSSION

Table 2 Profile of employees in terms of age

	Frequency	Percent
Less than 30 years old	133	78.2
30 – 40 years old	37	21.8
Total	170	100.0

Sex	Frequency	Percent
Male	87	51.2

Female	83	48.8
Total	170	100.0

Educational Attainment		
	Frequency	Percent
Elementary Level/Graduate	1	0.6
High School Level/Graduate	16	9.4
Technical Vocational Graduate/College Level/Graduate	147	86.5
With MA units/Graduate	6	3.5
Total	170	100.0

The profile of employees and percentage distribution in terms of age. It shows that one hundred thirty-three (133) or 78.2 % of the employee-respondents aged less than 30 years old, thirty-seven (37) or 21.8 % belonged to 30–40 years old bracket. The result reveals that the most significant number of government employees aged less than 30 years old. It is concluded that young workers are efficient and expect less of a higher salary, strength, and conditioning than the elderly. It implies that government agencies prefer hiring young workers than older workers and may not have to spend as much time training on them as on older workers. The current findings supported Rothschild (2014) study, it shows that younger workers typically are more accustomed to working with technology, having used it all their adult lives, often becoming adept during their formative youthful years. This means you may not have to spend as much time training them compared to more old workers.

Profile of employees and percentage distribution in terms of sex. It shows that eighty-seven (87) or 51.2 % employee-respondents are male, eighty-three (83) or 48.8% employee-respondents are female. This implies that contractual male employees are preferably hired by the current administration. The current findings supported

Lomoya, Pingol, and Calleja (2015) study, it shows that majority of the male's respondents are contractual workers.

The profile of employees in terms of level of education. It shows that only one (1) or 0.6% employee-respondents are in elementary level/graduate, sixteen (16) or 9.4% employee-respondents are high school level/graduate, one hundred forty-seven (147) or 86.5% employee-respondents are technical vocational graduate/college, six (6) or 3.5% employee-respondents are with MA units/graduate. The findings revealed that the technical vocational graduate/college employees are dominant in this study. The data is supported by the study of Nekouei, Othman, Masud, and Ahmad (2014) which stated that majority of respondents were bachelor 62.6% and 11.9% with master's degrees. It can be concluded that majority of the employee-respondents are technical vocational graduate/college. This implies that technical vocational graduate/college among the employees is one of their priorities. The current findings supported Waaijer, Belder, and Sonneveld (2017) study, it reveals that the level of education is required for the job as it also influences job satisfaction to a small degree: working below college graduate level negatively affects job satisfaction.

Table 3 Employees' job satisfaction in terms of compensation and welfare benefits

Descriptors	AWV	SD	Description	Interpretation
I feel I am being paid a fair salary for the work I do.	4.46	0.654	Strongly Agree	Very High Satisfied
I am satisfied with my annual salary and increments.	4.32	0.657	Strongly Agree	Very High Satisfied
I am satisfied with allowances.	4.27	0.805	Strongly Agree	Very High Satisfied
I am not satisfied with the benefits that I receive.	3.32	1.344	Uncertain	Moderate Satisfied
The benefits we receive are as good as other organizations offer.	3.98	0.939	Agree	High Satisfied

The benefits packages that I receive from my company are on par and comparable with those of my co-workers.	3.99	0.860	Agree	High Satisfied
I am satisfied with the benefits provided by the company to the accident victims.	4.18	0.756	Agree	High Satisfied
I am satisfied with the recreational facilities provided by my organization.	4.16	0.743	Agree	High Satisfied
I am satisfied with the canteen facilities provided by my organization.	4.12	0.793	Agree	High Satisfied
I am satisfied with the medical benefits provided by my organization.	4.28	0.722	Strongly Agree	Very High Satisfied
Mean	4.11	0.500	Agree	High Satisfied

Table 3 presents the employees' job satisfaction in terms of compensation and welfare benefits. The data shows that job satisfaction of employees in terms of *compensation and welfare benefits* obtained a high level of satisfaction. It can be concluded that compensation and welfare benefits which to some extent provide satisfaction to employees. It implies that compensation and welfare benefits give employees a higher level of motivation.

The current findings supported Javed, Rafiq, Ahmed and Khan (2012) study, it shows that the compensation and welfare benefits lead to higher level of motivation and research has shown that motivation influence job satisfaction and performance.

Table 4 Employees' job satisfaction in terms of career and promotion opportunities

Descriptors	AWV	SD	Description	Interpretation
Our company follows a fair promotion policy.	4.41	0.667	Strongly Agree	Very High Satisfied
In our company, performance is one of the important factors for promotion.	4.18	0.708	Agree	High Satisfied
I am satisfied with my chances for promotion.	4.19	0.673	Agree	High Satisfied
Our organization provides ample opportunities for professional advancement for employees.	4.29	0.683	Strongly Agree	Very High Satisfied
I am satisfied with the career opportunities available in our organization.	4.27	0.660	Strongly Agree	Very High Satisfied
Mean	4.27	0.564	Strongly Agree	Very High Satisfied

Table 4 presents the employees' job satisfaction in terms of career and promotion opportunities. The shows that job satisfaction of employees in terms of *career and promotion opportunities* obtained a very high level of satisfaction. In can be concluded that employees are well motivated. It implies that career and promotion opportunities give employees a higher level of motivation.

The current findings supported Javed, Rafiq, Ahmed and Khan (2012) study, it shows that the career and promotion opportunities lead to higher level of motivation and research has shown that motivation influence job satisfaction and performance.

Table 5 Employees' job satisfaction in terms of leadership style

Descriptors	AWV	SD	Description	Interpretation
My supervisor is unfair to me.	2.64	1.608	Uncertain	Moderate Satisfied
My supervisor shows too little interest in the feelings of subordinates.	2.62	1.527	Uncertain	Moderate Satisfied
Our superior believed that development of Subordinates is an important part of the job.	4.14	0.699	Agree	High Satisfied
My manager encourages decision making power from employees.	4.14	0.682	Agree	High Satisfied
Manager/supervisor considers employees input into organizational decisions.	4.02	0.803	Agree	High Satisfied
Mean	3.51	0.756	Agree	High Satisfied

Table 5 presents the employees' job satisfaction in terms of *leadership style*. The findings revealed that *employees' job satisfaction in terms of leadership style* obtained a high level of satisfaction. This means that employees are in favor and like the leadership style of the supervisors. It can be inferred that leadership style improve

motivation of employees. It implies that leadership style enhances employee's motivation to work.

The findings are supported by the study of Asghar and Oino, (2018) it shows that transformational leaders and leadership styles believe in empowering employees which enhances their motivation and job satisfaction level.

Table 6 Employees' job satisfaction in terms of communication and job clarity

Descriptors	AWV	SD	Description	Interpretation
Communication seems good within the organization.	4.54	0.626	Strongly Agree	Very High Satisfied
Work assignments are not fully explained.	3.08	1.298	Uncertain	Moderate Satisfied
I have a clear understanding of the goals and objectives of my organization.	4.32	0.692	Strongly Agree	Very High Satisfied
My job/responsibility is clearly described.	4.44	0.729	Strongly Agree	Very High Satisfied
Mean	4.09	0.475	Agree	High Satisfied

Table 10 presents the employees' job satisfaction in terms of *communication and job clarity*. The data shows *employees' job satisfaction in terms of communication and job clarity* obtained a high level of satisfaction. This means that the supervisor in the government agency communicates, motivates, directs and manages employees well. It can be concluded that communication and job clarity motivate employees well.

The current findings supported Javed, Rafiq, Ahmed and Khan (2012) study, it shows that motivation influence job satisfaction and performance.

It is also pointed out by Levinson (2018) study, it reveals that a well-defined job description increases job satisfaction.

Table 7 Employees' job satisfaction in terms of work life balance

Descriptors	AWV	SD	Description	Interpretation
My job prevents me from giving the time I want to my spouse or family or friends.	4.19	1.111	Agree	High Satisfied
I don't get much support from my organization which is most important to pay attention to family responsibilities.	2.97	1.593	Uncertain	Moderate Satisfied
3. My job responsibility does not allow me to get enough sleep, exercise and healthy food.	2.85	1.568	Uncertain	Moderate Satisfied
4. I can't see the final outcome of my work as expected.	2.93	1.517	Uncertain	Moderate Satisfied
5. I am not happy with what my company is making me work on which I don't like to do.	2.83	1.595	Uncertain	Moderate Satisfied
Mean	3.15	1.268	Uncertain	Moderate Satisfied

Table 7 presents the *employees' job satisfaction in terms of work life balance*. The data shows that job satisfaction of employees in terms of work life balance obtained a moderate level of satisfaction. It can be concluded that long working hours' imbalances work life balance and flexible working hours unable to manage by the employees. This implies imbalances in the work-life balance of employees lead to poor life satisfaction.

The data is contradicted to the study of Pathak, . Dubey, & singh (2019) it reveals that support from superiors, coworkers, flexibility of working hours, adequate maternity leave etc. helps to motivate the employee and allows them to reduce the dark side of work life balance and contributed significantly to job satisfaction.

Table 8 Employees' job satisfaction in terms of training and development

Descriptors	AWV	SD	Description	Interpretation
My company arranges a sufficient number of training programs.	4.48	0.723	Strongly Agree	Very High Satisfied
The training and development programs have increased my morale.	4.44	0.721	Strongly Agree	Very High Satisfied
The training and development programs have helped me in attaining better technical ability.	4.47	0.672	Strongly Agree	Very High Satisfied
The training and development programs have helped me in adapting to change easily.	4.51	0.681	Strongly Agree	Very High Satisfied
Mean	4.48	0.635	Strongly Agree	Very High Satisfied

Table 12 presents the employees' job satisfaction in terms of *training and development*. The data shows that *employees' job satisfaction in terms of training and development* obtained a very high level of satisfaction. This means that training and development has been provided to

employees by the government agencies. In can be concluded that training and development motivated the employees to work. This implies that motivation at work increase job satisfaction of employees.

The data is supported by the study Lather and Jain (2010), who indicated that motivation is the key to organizational effectiveness and is a predictor for employee's performance and job satisfaction.

Table 9 Summary of the employees' job satisfaction

Indicators	Mean	SD	Description	Interpretation
Compensation and welfare benefits	4.11	0.500	Agree	High Satisfied
Career and promotion opportunities	4.27	0.564	Strongly Agree	Very High Satisfied
Leadership style	3.51	0.756	Agree	High Satisfied
Communication and job clarity	4.10	0.475	Agree	High Satisfied
Work life balance	3.15	1.268	Uncertain	Moderate Satisfied
Training and development	4.48	0.635	Strongly Agree	Very High Satisfied
Overall Mean & SD	3.94	0.452	Agree	High Satisfied

Table 9 presents the summary of the employees' job satisfaction. The data shows that job satisfaction among government employees in the Municipality of Liloy, Zamboanga Del Norte obtained a high level of satisfaction. This means that the employees have a pleasurable or optimistic emotional state of one's work expectations. It can be inferred that the expectations and targets were met by highly satisfied employees. This also implies that the employees have fulfilled the expectations of their work.

The current findings backs up Nimalathan and Ather (2010) discovered that high job satisfaction depends on what employees expect and what he or she receives.

The present study agree Ayele (2014) discovered that job satisfaction is a pleasurable feeling of emotion that comes from job success. It is the sense of success of the employees on the job that is primarily related to productivity as well as personal well-being. Indeed, it means happiness of the person doing the work, doing it well, and being praised for his or her efforts.

Table 10 Employees' quality of work life in terms of work environment

Descriptors	AWV	SD	Description	Interpretation
My organization work environment is good and highly motivating.	4.58	0.593	Strongly Agree	Very Large Extent
Working conditions are good in my organization.	4.47	0.681	Strongly Agree	Very Large Extent
It is hard to take time off during our work to take care of personal or family matters.	4.25	0.889	Strongly Agree	Very Large Extent
My organization offers sufficient opportunities to develop my own abilities.	4.45	0.596	Strongly Agree	Very Large Extent
The organization provides enough information to discharge my responsibilities.	4.44	0.696	Strongly Agree	Very Large Extent
I am given a lot of work empowerment to decide about my own style and pace of work.	4.32	0.658	Strongly Agree	Very Large Extent
Mean	4.42	0.463	Strongly Agree	Very Large Extent

Table 10 presents the employees' quality of work life in terms of work environment. The data shows that employees' quality of work life in terms of work environment is *very large extent level*. This means that work environment has an impact on employee's quality of

work life. It implies that employee's occupational health and safety management is implemented in working environment.

The findings are supported by the study of Bhavani and Jegadeeshwaran (2014) which stated that working

environment has a positive impact on the quality of work life. It also pointed out in the study of Tabassum (2012) which shows that secure and safe working environments

enhance, encourage and preserve the quality of work life for employees and the productivity of employers in the company.

Table 11 Employees' quality of work life in terms of organization culture and climate

Descriptors	AWV	SD	Description	Interpretation
There is cooperation among all the departments for achieving the goals.	4.50	0.608	Strongly Agree	Very Large Extent
I feel free to offer comments and suggestions on my performance.	4.38	0.696	Strongly Agree	Very Large Extent
I am proud to be working for my present organization.	4.42	0.660	Strongly Agree	Very Large Extent
I am involved in making decisions that affect our work.	4.06	0.908	Agree	Large Extent
I am discriminated on my job because of my gender.	2.85	1.736	Uncertain	Moderate Extent
The wage policies adopted by my company are good.	4.28	0.777	Strongly Agree	Very Large Extent
The company communicates every new change that takes place.	4.23	0.705	Strongly Agree	Very Large Extent
Mean	4.10	0.527	Agree	Large Extent

Table 11 presents the employees' quality of work life in terms of organization culture and climate. The data shows that employees' quality of work life in terms of organization culture and climate is large extent. This means that attitudes, norms and trusts are regarded favorably by workers. It implies that favorable attitudes, norms and trust improve quality of work life among employees. The current

findings supported Panes, Gempes, and Genuba (2017) study, it shows that organizational culture and climate is the sum total of the behaviors and interactions of all men and women, their attitudes and standards of life, and the extent to which the organization is safe, supportive, healthy, engaging and inspiring, has an impact on the quality of work life.

Table 12 Employees' quality of work life in terms of relation and co-operation

Descriptors	AWV	SD	Description	Interpretation
There is a harmonious relationship with my colleagues.	4.27	0.855	Strongly Agree	Very Large Extent
There is a strong sense of belongingness in my organization.	4.16	0.751	Agree	Large Extent
I am unable to attend to my work due to the demands made by my job.	3.66	0.968	Agree	Large Extent
The relationship between managers and employees are very good.	4.34	0.729	Strongly Agree	Very Large Extent
There is a very cordial relationship with my immediate superior.	4.24	0.701	Strongly Agree	Very Large Extent
I would get good support from my subordinates.	4.29	0.751	Strongly Agree	Very Large Extent
Mean	4.16	0.507	Agree	Large Extent

Table 19 presents the employees' quality of work life in terms of relation and co-operation. The data shows that employees' quality of work life in terms of *relation and co-operation* is large extent. This means that employees are satisfied with the relation and co-operation between the management and their quality of work life.

The findings are supported by the study of Swamy, Nanjundeswaraswamy, and Rashmi (2015) which stated that the satisfaction of employees would be based on a good relationship and cooperation between management. If the employees are satisfied with the relation and cooperation, their quality of work life would be high.

Table 13 Employees' quality of work life in terms of training and development

Descriptors	AWV	SD	Description	Interpretation
Training programs in our company help employees to achieve the required skill for performing the job effectively.	4.46	0.663	Strongly Agree	Very Large Extent
The training programs aim at improving Interpersonal relationships among employees.	4.41	0.675	Strongly Agree	Very Large Extent
My company offers sufficient training opportunities to perform my job competently.	4.41	0.702	Strongly Agree	Very Large Extent
I feel that training programs should be conducted frequently.	4.38	0.643	Strongly Agree	Very Large Extent
Mean	4.42	0.580	Strongly Agree	Very Large Extent

Table 13 presents the employees' quality of work life in terms of training and development. The data shows that employees' quality of work life in terms of training and development is very large extent. This means that employees are highly satisfied with the training and development program and their quality of work life.

The findings are supported by the study of Chaudhary and Bhaskar (2016) which stated that employees feel highly satisfied that they are able to perform better in their jobs and improves quality of work life if they receive right type of training and development.

Table 14 Employees' quality of work life in terms of compensation and rewards

Descriptors	AWV	SD	Description	Interpretation
I feel that I am given an adequate and fair compensation for the work I do.	4.32	0.665	Strongly Agree	Very Large Extent
The organization would pay salary by considering responsibilities at work.	4.19	0.845	Agree	Large Extent
The organization does a good job of linking rewards to job performance.	4.32	0.674	Strongly Agree	Large Extent
Promotions are handled fairly.	3.92	1.000	Agree	Large Extent
When I do my job well, I am praised by my superior.	4.24	0.742	Strongly Agree	Very Large Extent
Mean	4.20	0.532	Agree	LE

Table 14 presents the employees' quality of work life in terms of compensation and rewards. The data shows that employees' quality of work life in terms of compensation and rewards is *large extent*. This means that employees are satisfied with their compensation and rewards and their

quality of work life. The findings are supported by the study of Drobic, Behan and Prag (2010) which stated that those employees who have earned a better job and a good pay system would feel happier and satisfied at work and that this results in a very high quality of working life.

Table 15 Employees' quality of work life in terms of facilities

Descriptors	AWV	SD	Description	Interpretation
Fringe benefits provided are good.	4.02	0.818	Agree	Large Extent
The organization provides the social security benefits like Medical Reimbursement and so on.	4.29	0.826	Strongly Agree	Very Large Extent
Good transportation facilities are provided by the organization.	4.32	0.789	Strongly Agree	Very Large Extent
Safety measures adopted by the company are good.	4.17	0.762	Agree	Large Extent
Good welfare activities are provided by our organization.	4.33	0.703	Strongly Agree	Very Large Extent
Mean	4.23	0.536	Strongly Agree	Very Large Extent

Table 15 presents the employees' quality of work life in terms of facilities. The data shows that *employees' quality of work life in terms of facilities* is very large extent. This means that government offices provide adequate facilities for employees to carry out their work, such as appropriate equipment, work breaks and work sharing. It implies that employees are well equipped with full facilities for their work.

The findings are supported by the study of Kelbiso, Belay, and Woldie (2017) which stated that high quality of working life depends on a favorable working environment and facilities. If employees experience an unfavorable working environment and poor facilities, they would have a low quality of work life and dissatisfied with work.

Table 16 Employees' quality of work life in terms of autonomy of work

Descriptors	AWV	SD	Description	Interpretation
My job lets me use my skills and abilities.	4.49	0.637	Strongly Agree	Very Large Extent
My organization allows a flexi-time option.	4.15	0.751	Agree	Large Extent
A part of my job is allowed to be done at home.	3.57	1.103	Agree	Large Extent
I find my work quite stressful.	3.98	0.991	Agree	Large Extent
I am ready to take additional responsibilities with my job.	3.95	0.905	Agree	Large Extent
In our company there is a balance between stated objectives and resources provided.	4.11	0.907	Agree	Large Extent
Mean	4.04	0.621	Agree	Large Extent

Table 23 presents the employees' quality of work life in terms of autonomy of work. The data shows that employees' quality of work life in terms of autonomy of work is agree and interpreted as a large extent. This means that employees and management relationship in terms of work autonomy are cultivated.

The current backs up Malarkodi, Uma, and Mahendran (2012) discovered that the employee suggestions and relationships with a greater degree of trust between management and employees are cultivated. Improved management of the workplace, however, also provides employees with a better quality of work life.

Table 17 Employees' quality of work life in terms of adequacy of resources

Descriptors	AWV	SD	Description	Interpretation
There are much-defined channels for information exchange and transfer.	4.12	0.642	Agree	Large Extent
My organization provides resources to facilitate my performance.	4.15	0.688	Agree	Large Extent
Communication and information flow between the departments is satisfactory.	4.41	0.692	Strongly Agree	Very Large Extent
Mean	4.23	0.515	Strongly Agree	Very Large Extent

Table 17 presents the employees' quality of work life in terms of adequacy of resources. The data shows that employees' quality of work life in terms of adequacy of resources is very large extent. This means that employees are provided with adequate resources. It implies that the high degree of quality of work life for workers has been strengthened by providing sufficient resources and services.

The finding is supported by the study of Swamy, Nanjundeswar swamy, and Rashmi (2015) who stated that adequate resources have to do with ample time and facilities, sufficient knowledge and assistance to complete projects, resulting to employee satisfaction and high level of work life spirit. It is also pointed out in Islam (2012) that the quality of working life has been described as high only if employees are provided with adequate resources.

Table 18 Summary of the employees' quality of work life

Descriptors	AWV	SD	Description	Interpretation
Work environment	4.42	0.463	Strongly Agree	Very Large Extent
Organization culture and climate	4.10	0.527	Agree	Large Extent
Relation and co-operation	4.16	0.507	Agree	Large Extent
Training and development	4.42	0.580	Strongly Agree	Very Large Extent
Compensation and rewards	4.20	0.532	Agree	Large Extent
Facilities	4.23	0.536	Strongly Agree	Very Large Extent
Autonomy of work	4.04	0.621	Agree	Large Extent
Adequacy of resources	4.23	0.515	Strongly Agree	Very Large Extent
Mean	4.23	0.340	Strongly Agree	Very Large Extent

Table 18 presents the summary of the employees' quality of work life. As shown in the table, employees' quality of work life obtained an overall average weighted value of 4.04 with a registered standard deviation of 0.621 which is described as strongly agree and interpreted as a very large extent. It implies that the employees met the criteria of a good quality management in the workplace. The current findings supported Drus, Nadarajah, and Khalid (2019) study, it shows that a good quality management of the organization, such as style of management, commitment, sense of achievement, empowerment and trust, are the criteria of a good quality of working life for

employees. The quality of work-life criteria had a powerful impact on job satisfaction among employees.

It is also pointed out in the study of Garg, Munjal, Bansal, and Singhal, (2012) that quality of work-life is vital in the workplace because it can increase workplace morale, encourage employee commitment, enhance productivity and reduce absenteeism. They further stated that the low quality of work-life can lead to harmful behavior such as not coming for work, not completing the task given, commit a crime at the workplace such as stealing and disturbing daily processes at work.

Table 19 Relationship between job satisfaction and quality of work life

Variables	Means	p-value	p-value @0.05	Interpretation
Job Satisfaction and Quality of Work Life	3.94 4.23	0.560	0.000	Large/High/Positive Correlation/Significant

Table 19 presents the test of the relationship between the job satisfaction of employees and their quality of work-life using Spearman rho. The computed mean of job satisfaction was 3.94 while the mean of quality of work-life was 4.23. The computed Spearman rho was 0.560 which means positive large/high correlation. The registered p-value is 0.00 which is less than the alpha at 0.05 level of significance. This finding means that there exists a significant positive large/high correlation between the job satisfaction of employees and their quality of work-life. Thus, the null hypothesis is rejected. This implies that the quality of work-life was dependent on the job satisfaction of employees. This finding is supported by Noor and Abdullah (2012) which confirmed that there is a significant relationship between job satisfaction and quality of work life. Chandra, Lakhawat, and Vishwakarma (2013) showed that quality of work life is positively and significantly related to employee job satisfaction.

V. CONCLUSION

The study concludes that the employees polled have a good knowledge of job satisfaction and workplace quality of life. They also have high emotional control over their life satisfaction and quality of work life. Likewise, the study concludes that employees work themselves without being tired or complaining. Furthermore, employees with a high level of satisfaction are also employees with a very high quality of work life. Moreover, those with a low level of job satisfaction have a low level of quality of work life. Those with the highest levels of job satisfaction are also the ones with the most quality work life.

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Analysis Problems of Low Skill English Speaking for Senior High School Students in Indonesia

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Received: 22 Aug 2022; Received in revised form: 04 Sep 2022; Accepted: 11 Dec 2022; Available online: 17 Dec 2022

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Abstract— Indonesian students learn to speak English from elementary school to university, but they still get lower skill in using English actively especially in speaking. It shows that there is serious problem of learning English in Indonesia. This research to elaborate the real problem of student in senior high school in learning English especially in speaking. Survey method is used in this study to find responses from students in Empat Lawang regency South Sumatera, Indonesia. After analysing data, the result of research can be presented as: the first, in the mind of students of senior high school English is difficult, not substantive for their future and only formality subject. Secondly, students' problem in learning especially speaking skill such as unconfident mentality, low motivation and lack of practice. So it can be concluded that problem of learning English for senior high school is from inner and outer class room. It recommended that teaching English in senior high school must be designed as interesting and necessity based for students.

Keyword— English Speaking Skill, Senior High School Student, Learning Problem.

I. INTRODUCTION

English become one of main lesson in Indonesia from elementary to Senior High School but Indonesian still has very lower in active user English in communication for Senior High School students. English courses in Indonesia are many to aid Indonesians who want to go broad or get scholarship at English user country. So, it can be stated there are many problems of English lesson implementation in Indonesia.

As the study of English in Vocational School by Nasihin (2019) that students of third years in Vocational school has lower competence in using English to communicate in Industri. It can be suprised that students who had been followed English class for ten years still get big problem in communication. Tambunsaribu (2021) also found that internal problem of learning English they are; a) students feel compused to English lesson (77%); b) Students hate English subject (15 %); and c) Students think English is not important (8%).

Data from National Based exam in Senior High school in Indonesia, teachers stated that very litle students

can pass the exam based the standard, but they can pass the exam by remedial or portofolios tasks. From this condition, it can be known that final examanition of English skill in Senior High School is only formality and it is not the view of real skill the students' get as senior high school graduates.

Many English courses have members from graduated students from Senior High school who want to continue to university or to get job. So, it can be seen that English learning in the school could not help students to continue their steps after finishing school.

So, from the problems above, it is needed to be investigated the real problems of low competence of using active English of Indonesian Students by research questions below:

How is posision English lesson for speaking in senior high school?

How is the students problem of learning English speaking in senior high School?

II. LITERATURE REVIEW

2.1. Speaking English teaching In Indonesia for Senior High School

Teaching English for senior school in Indonesia has goal to prepare students to be skilled in listening, speaking, reading and writing to face global competition (Kurikulum, 2013). In first year of senior high school, students get twelve materials; in second year they get ten materials and in third year they get 8 materials. If we look at the content of materials, we can predict that the Indonesian students will be active English users exactly.

In Indonesia senior high school English Speaking standard is social standard communication such as how to introduce self and others, how to invite to such agenda, saying opinion, etc (Curriculum of Indonesian National, 2018). From the standard skill of speaking for senior high school students in Indonesia curriculum, it can be seen that exactly design of curriculum has fairly good goal in mastering English.

2.2. Problems in mastering English Speaking for Senior High school students

Speaking still become problem of second and foreign language speakers. Indonesia is one of user English as foreign language. For this condition, many problems rise in mastering English exactly in speaking skill. Indrianty (2016) finds in her study about students problem in learning English that two types of anxiety were evidenced, i.e. trait anxiety and state/situational anxiety and the students' anxiety in English speaking class was derived from three main sources of anxiety, i.e. communication apprehension, test anxiety and fear of negative evaluation. Negative perception of students in learning English still become serious problem.

Nasihin (2019) finds that lower motivation of students in learning English become one factor of lower skill in using English. So, about motivation in learning English still become serious problem for Indonesian learners. Students only follow the duty in learning English. They do not have more hope in English class. More over Nasihin, et al (2022) concluded in their research that lower motivation of learning English caused by teacher failed in building students' perception English position for helping their future.

Afifah (2018) said that lack of practicing become problem of speaking skill for students, so practicing is very important. English learning strategy which is implemented

in senior high school based national curriculum does not work effectively. More chance to practice in speaking group may be one of solution for lower skill in speaking.

III. METHODS

3.1. Participants

Seven hundreds students of senior high school in south Sumatera Indonesia exactly in Empat Lawang regency become participant of survey. They are students of third years or the last level in senior high school. They participated in giving responses to survey about problems of learning and mastering English speaking in senior high school.

3.2. Instruments

Following Kountur (P. 110, 2009) said that survey is the best method in collecting real data in field. Questioners about English position for student to investigate perception and motivation of student to English learning and teaching in Senior High School. Then questioners also are given to students about English learning problems to get data of problems caused low competence of students senior high school. Data are technical learning and teaching English problem in the class room.

3.3. Data analysis

Data of research are analysed by using SPSS to know the percentage of each problems in mastering English speaking in Indonesia senior high school. After taking percentage of each students responses, the study presents data of students' problem of low skill in speaking English from Senior High school in Indonesia.

IV. RESULT

This research is survey about the problem of low skill in speaking English for Senior High School students in Indonesia. The focus of this research are (1) to find out the students motivation and perception of learning English activity in Senior High School: (2) The problem of learning English speaking in Senior High School. So the result of this research can be presented below:

4.1. Position English lesson in Senior High school according to Senior High School Students

From survey participants from students give responses as in tabel 4. 1 below:

Table 4.1. Responses of Senior High School students about English role for them

Response Item	Strongly agree	Agree	Not sure	Strongly disagree	Disagree	Total	Percentage
English is only a formality subject/ lesson in my school	300 (42,86%)	150 (21,43%)	73 (10,43%)	120 (17,14%)	57 (8,14%)	700	100%
English is only my obligation as student.	470 (67%)	130 (19%)	40 (6%)	50 (7%)	10 (1%)	700	100%
I only hope to pass and get minimum score for English Lesson.	320 (46%)	213 (30%)	50 (7%)	37 (5%)	20 (3%)	700	100%
I do not hope can speak English fluently too much from my Senior High School.	500 (71%)	120 (17%)	10 (1%)	50 (7%)	20 (3%)	700	100%
I study English in my class room only as passive student.	375 (54%)	125 (18%)	5 (1%)	125 (18%)	70 (10%)	700	100%

From data of survey above it can be stated that 64,29 % students have negative spirit in learning English, they admired that English is only formality subject in Senior High School. Then, 76% students stated that they only felt English is their obligation, they get burden and some times get problems in learning English by narrow motivation. More over, the intention of students only to pass the minimum score or passing grade is 87% students. Then, for 92% students are hopeless in getting good competence in English especially speaking by following English class in their senior high school. Finally, for 87% students stated that

they are passive students in English class for their senior high school.

4.2. The students problem of learning English Speaking in Senior High School

After conducting survey by questionnaires to senior high school students, it can be presented the responses of participants about the problem of learning English which caused low skill in speaking English or being active English users. The result as in tabel 4.2. below.

Table 4.2. The responses of senior high school student toward learning English problem to get speaking skill.

Response Item	Strongly agree	Agree	Not sure	Strongly disagree	Disagree	Total
I hate English lesson exactly	124 (17,70%)	376 (53,71%)	44 (6,28%)	65 (9,28 %)	91 (13%)	700 (100%)
English is very difficult to be mastered	309 (44,14%)	151 (21,57%)	50 (7,14%)	70 (10%)	120 (17,14%)	700 (100%)
I think I do not need English so much in my future.	288 (41.14%)	360 (51,42%)	42 (6%)	3 (0,42%)	7 (1%)	700 (100%)
I get difficult to practice speaking English because lack of vocabularies for English	209 (29,86%)	271 (38,71%)	43 (6,14%)	72 (10,29%)	105 (15%)	700 (100%)
English difficult because different spelling, pronunciation and meaning.	217 (31%)	322 (46%)	74 (10,57%)	57 (8,14 %)	20 (2,86%)	700 (100%)
I hate to the English Teacher because she or he gives compused presentation for me	134 (17,70%)	350 (53,71%)	49 (6,28%)	65 (9,28 %)	101 (13%)	700 (100%)

From table above it can be described that the first, students who said that they hate English lesson exactly are 71,41%. Secondly, students who said that English is very difficult to be mastered are 65,71%. Thirdly, students who said that they do not need English so much in my future are 92,56%. Fourthly, students who said that they get difficult to practice speaking English because lack of vocabularies for English are 68,57%. Fifthly, students who said that English is difficult lesson because it has different spelling, pronunciation and meaning are 77%. The last, Students who said that they hate to the English Teacher because she or he gives compused presentation for them are 71,41 %.

V. DISCUSSION

5.1. English lesson Position in Senior High School

Data of research show that according to respondents, English in senior high school is only formality. English lesson class in senior high school could not give really skill in speaking especially and others commonly because low motivation, low skill basic and too high curriculum target. It is inline with study of English in Vocational school by Nasihin (2019) that the motivation of vocational school students in learning English is low because the curriculum is too general not really related to their needs to get job. More over Nasihin (2022) also find by giving information about the useful English for getting job, getting good career and reputable style for students' future, the students' motivation in automotive class increased.

Safnil (2000) also said that English teaching for learning must be in simple and suitable to the goal of learners after class. So from this statement, it can be concluded that in English curriculum for Senior High School or Vocational School must be developed in simple and suitable curriculum. Randu, Azmi.et.al (2020) said that English teaching in Indonesia exactly to prepare Indonesian in order to be able to speak English.

The finding also shows that students admired English as formality subject not necessity subject for them. This is in line with Nasihin (2022) found that student of automotive in learning by general material admired English is not so important subject, they only need automotive skill for their future. So the position English in students' mind is negative and it makes English difficult. It caused lower skill of speaking English after graduating from senior high school. Rahayu (2018) also finds that problem in learning English for students as: (1) negative perception and lower motivation in practising to speak English; (2) less of practicing English and (3) Students are not confident to practice English. More over El-Omari, A. H. (2016) also

find some point to effect students' achievement in learning English, one of them is good motivation.

More over, Tuyen. Le (2022) finds that student-related factors, teacher-related factors, and environment-related factors had a significant influence on the teachers' teaching of English in their classrooms, and that the teachers' perceptions of the factors affecting their teaching had no statistically significant difference. So problem of lower motivation and negative perception from senior high school students must be solved by school, teacher and students their selves.

5.2. The students problem of learning English Speaking in School

English as foreign language brings difficulty in mastering it. The study shows that students get problem in English learning from too high curriculum or materia, lack of basic skill, lack of vocabulary in mind and wrong motivation to get raport score only. This finding is in line with Safnil (2019) who found that one difficulty in writing article is lack of English skill. Phan, L. H. (2017) also found the problem of teaching English in Vietnam.

More over Nasihin (2019) found that the students of automotive do not want to study English seriously because speaking is difficult and compused for general object such as about computer, about foods or about physic.

Finding in this research also shows that the third years student could not introduce self; they could not state about hours and they could not state opinions. From this finding it can stated that students of senior high school are in big problem in English skill after following the English class. This finding is in line with Indrianty (2016), Nasihin (2020), and Safnil (2010), they discuss about Indonesian students problem in learning English as foreign language. It is contradictive to the position of English in the world. It is the most important language in the world suc as Jain and Patel said that English is now one of the most frequently spoken languages on an international market (Jain & Patel, 2008).

Moreover, Nasihin. et.al (2022) also said that English curriculum must be changed and differresd between vocational school and senior high school because they have different focus. Qin, M (2013) also suggest strategy for improving skill in teaching English especially for tourism class. Prachanant (2012) stated his anlysis about English curriculum related to the students' skill in Tourism Industry calss.

Lack of vocabularies and practicing also become one of findings in as students' problem in mastering English on this research. Farrell, et.al (2013) said about reflecting on ESL teacher belief's and classroom practice, they

conclude that lack of practice can make lower skill of speaking English. It can be understood that teachers' motivation and suitable strategy in teaching English is very important to support students to get speaking skill in learning English. Junaidi, et.al (2014) also found that the need of explicit strategies-based instruction for developing students' speaking skill, particularly for the less successful students. Gillan, C. (2021) also find that in speaking learning students must practice more. Then, Chiang (2014) also find the problem of learning English in Taiwan such as passive learning still dominates, learners have problem lasting interest in learning and learners stress the importance of input being 'of interest' and 'with easy access. More over, Zhu, B., & Zhou, Y. (2012) find the problem of English learning for Junior School students.

From the discuss above, it can be stated that for normal curriculum and learning system for English lesson still has problem for students such as anxiety, lower motivation dan getting difficult. It is the real problem of lower skill in English for speaking which is needed to find the solution.

VI. CONCLUSION

The first, position English lesson in Senior High School is still formality and not based on field need. Teachers and also students in Senior High School and Vocational School felt that English is only one of subject which must be

Secondly, student problem in mastering speaking for senior high school Indonesia include lack of vocabulary, negative perception to English, thinking English as difficult lesson no connection to the English teacher,

RECOMENDATION

The first, teacher or school must pay attention seriously to the English teaching and learning motivation, exactly in speaking skill. Presenting learning and teaching in speaking class by enjoy, relax and interesting setting could be supported to the students' motivation in learning English. Punishment also can be chosen as preser to some students to improve they effort in mastering English speaking.

Secondly, teacher and students must find a fit strategy to solve the students' problem seuch as lack of vocabularies, getting difficulty in pronouncing, and getting difficult in grammar and structure understanding by taking strong commitmen to master English.

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Socio-Cultural reality of Canadian Women in the fiction of Alice Munro

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Received: 18 Nov 2022; Received in revised form: 03 Dec 2022; Accepted: 13 Dec 2022; Available online: 19 Dec 2022

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Abstract— Throughout this paper I have systematized and studied in critical terms, a range of Alice Munro mainly women-centric short stories, with an in-depth study of their living condition under the traditional social conventions. Being concerned about women Munro in her fiction has recreated the world of Canadian women, with its true picture of the Canadian society, with culture, custom and environment. She has continuously wrote about the invaluable document of human relationship, as well as female experience under social values and expectation. In her work, Munro explores women's role in different situation of life as a young girl, a career women, a lover, wife or mother. In each of these roles Canadian women found a reflection of their selves mirrored in Munro's chronical of women's social history down the decades. She writes about past experiences of her childhood, cultural traits and social structure that she minutely observed in her different age group. Her subjects are rural landscape, lives of girls and women, their coming of age, love, hate, marriage, suffering and stuff of rural life with reference to small town locality. Lake Huron, Ottawa Valley and Wawanash County. Munro's strength, as a short story writer, is the range of her portraits of a variety of female characters from childhood to old age. In this way, most of the girls and women of Munro, as the main protagonists, confront, challenges at personal, familial and social level. However, they all are not alike; some are submissive and introvert and feeble while others bold, rebellious and self-indulgent who are real girls and women of Munroian model, search their original self, and who put aside all their pretensions, show the Canadian society, alternatively, to the world what they, in reality are. Muro is a realistic writer, her character a represent cultural reality of rural Canadianness of her age. Del and Rose are Munroian iconic characters, with whom she reveals her own childhood, youth and maturity and they have been transfigured in her favorite books *Lives of Girls and Women* and *Beggar Maid* intentionally. Protagonists of *Dance and Progress* are modelled on herself.

Keywords— Alice Munro, Canadian culture, Passion, feminism, subjectivity, Marriageships.

I. INTRODUCTION

Alice Munro is regarded as one of the best short story writer in the world and has been crucial in making short-story writing respectable in Canada. She has been included in the 2010 times magazine's 100 most influential people. She won the Nobel prize in the year 2013 for her contribution to the short story. She is regarded as "Canadian Chekhov" and acquires position because of her distinctive style, uplifting incidents and situation from common lives

through the commonly accepted language by men and women in rural background. Her art was aimed to present the realities of Canadian life through fiction, to expose the hidden truths of the lives of women which she has focused on her native Land Huron country where she had spent the early years of her life. Rasporich highlights Munro's love for the locale and creation of a fictional space, when she says that "...Munro is able to authenticate a fictional female world by expanding her characters inner lives into place,

and by manipulating place as feminist inquiry" (Rasporich 122).

As a writer, she writes about women, their position in the society, their family problems, educational social conjugal problems and patriarchy. She produced a variety of characters; her characters are the epitome of suppressed male dominated women in the system. She depicts desperation and confusion of rural girls and women with the reflection of inner feelings and sensitivity and challenges ultraconservative life with scientific approach. In "Red Dress 1946" of *Dance of the Happy Shades* the adolescent narrator narrates the dress making activity too interestingly. Anticipating in depicting dress design of the narrator, she uncovers her own childhood experience with mother – "My mother was making me a dress. All through the month of November I would come from school and find her in the kitchen, surrounded by cut-up red velvet and scraps of tissue paper pattern" (147).

Munro is too much interested in depicting dress fashion and food decoration, as it is cultural activity. Family, culture, folkways, women's inner world and landscapes are her concerning subjects. Her stories are feast for those who are found of aspire to study women reality and cultural traits because her stories are written in very realistic and natural way. Munro's narrator remember certain places and past experiences which they have had in childhood and teenager, these experiences are the picture gallery and snapshots of the past time. The phenomenon of excessive anger against the rigidities of male control culture must have made mad down Rose and attacks aggressively her father in very obscene note: "I would not mind killing your ugly wife and your stupid kids while I'm at it. You ought to be thrown down the toilet hole head first. You ought to have things cut off with a razor blade. You are a liar, too. All those fights you said you won are lie. I could stick a knife in you and catch your blood in a bowl and a blood pudding. I would feed it to the page (progress, 220).

In one of her stories anonymous letters, she notes King Bolly is as good as dead. Munro authorship and her way of writing suggest her as the artist as mad women struggles "to escape male house and make text" as to quote Susan Gubar and Sandra Gilbert.

Munro's most of women character are seen to lead a confined life performing their domestic chores and fulfilling their duties as daughters, wife and mothers. The work of the women folk of the day is also highlighted here which consisted of: "...morning marthons of floor scrubbing cucumber hoeing, potato digging, bean and tomato picking, canning, waxing, baking. They were not idle setting there; their laps full of work-cherries to be stored, peas to be shelled, apples to be cored. (Lives: 36)

Munro in her art also looks at life from another angle of vision that of ageing, sensitivity and death. Munros draw women who are in the country home where "Bodies were fed and wiped taken up and tied in chairs, untied and put to bed. Taking in Oxygen giving out carbon dioxide, they continue to participate in the life of the world" (Who: 226). What Munro wants us to understand is that life has its own challenges and one has to accept of as a part of life.

Munro takes up another aspect of women's sensibility in her fiction when she takes up the issue of deserted women left alone to fend their way in life, "Circle of prayer" (Progress). She shows no interest when he returns as she has become used to the ways of her husband. Trudy's will power and fortitude enables her to resist servile male subjugation. The protagonist of "Boys and girls" at the climax of the story gets anguished and bewildered. She might have felt the harsh tradition of the society and accepted it was not possible her to charge it. The narrator of "Boys and girl" from *Dance* is eleven years unnamed girl who to have free will and expectation from parents and society. Sometimes father becomes more than mother, she can easily be fooled; she is kind and loving at the same time, she is her enemy. "She loved me and she sat up late night making a dress of the difficult style I wanted for me to wear when school started but she was also my enemy. She was always not to get me to stay in the house more although she knew I hated it... and keep me from working for my father" (118).

Munro's women characters are showing Canadian culture and its reality. Her fiction visualizes the lives of women in its entirety.

This paper has been undertaken with the purpose of studying Munro's female protagonist socio-cultural reality in her fiction. It also attempts to seek out the message that Munro wants to put forward to her readers. The present paper unfurls the miseries and suffering in the lives of women and their social victimization. It seems to open up new way of looking at women's problems in Canadian society.

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Exploring Nautical Culture in Gunvantrai P Acharya's *Dariyalal*: A Study

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Received: 19 Nov 2022; Received in revised form: 06 Dec 2022; Accepted: 13 Dec 2022; Available online: 20 Dec 2022

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Abstract— Nautical culture with its various characteristics has attracted writers over the years. Gunvantrai Popatbhai Acharya, who is exceptional in Gujarati language and literature, is one of the leading discoverers of audacious nautical narratives in Gujarati literature. Ancient accomplishments of Gujarati shipment are portrayed in Acharya's *Dariyalal* written in the Gujarati language in the foundation stage. Subsequently, the text was translated into English by Kamal Sanyal and demonstrated by Gautam Chattopadhyay in 2000. The focus of the novel offered is set against the background of past experience. The present paper titled, "Exploring Nautical Culture in Gunvantrai P Acharya's *Dariyalal*: A Study" seems to explore nautical fantasy, importance of sea, festivities related to sea and Gujarati oceangoing community with the kaleidoscopic aspects.

Keywords— Sea Imagination, Nautical Culture and *Dariyalal*.

I. THE ETHNICITY OF GUJARAT

The ethnicity of Gujarat has the longest coastline in India, is adorned with three natural resources: Sea, Desert and Forest. The sea is an integral part of Gujarat's commercial culture. The sea contributes significantly to the economic as well as social prosperity of Gujarat. In this way, the history of shipping in Gujarat can be traced back to Indus culture. But in the modern era, **Gujarat has been associated with Arabia, Africa and Southeast Asia since the 14th century AD.** Hence a distinctive coastal culture has developed here. Among the main features of this culture are qualities like brotherhood, patriotism, compassion as well as vices like adultery and addiction. Fighting has become a characteristic of the people here, then drunkenness and prowess come from their throats. This **marine culture** with its various characteristics has attracted writers over the years.

II. GUNVANTRAI POPATBHAI ACHARYA: A BRIEF INTRODUCTION

Gunvantrai Popatbhai Acharya (1900-1965) is unique in Gujarati language and literature, got his schooling in Kutchh-Mandvi. He is one of the foremost inventors of adventurous marine novels in Gujarati literature. As Mandvi is a seaport, sea-adventure stories were heard from the sailors. His father was in the police department. Because of this, Vaghers, Mers, Barots, the brave outlaws' stories were found out, whose influence is felt in his creations. Historical achievements of Gujarati shipping are depicted in Gunvantrai Acharya's *Dariyalal* written in the Gujarati language in the beginning phase. After, the text was **translated into English by Kamal Sanyal and illustrated by Gautam Chattopadhyay in the month of March, 2000.** The subject matter of the novel presented is set against the backdrop of historical background. In *Dariyalal*, the Gujarati business firms at Jangbar were active in the disgusting trade of slavery which began to bother the adventurous Bhatia youth like Ramjibha.

III. NAUTICAL CULTURE IN *DARIYALAL*

The Java Sumatra-Borneo is one of the islands in the sea of South-East Asia, where the people of India and Gujarat used to go for trade. Gujarat, Gujarati people, adventure and heroism have been spread in the minds of the people for thousands of years. Adventure and prowess are the effect of the Gujarati people. The glorious history of Gujarat's shipping and the many adventure stories connected with it lie in the public life and history of Gujarat. *Haji Kasam Tari Vijli, Jessal – Toral's Sea Poems*, many stories emphasized on the life and culture of Gujarati people. The seeds of public life can be seen in the above discussed works. In Gujarati literature, one of the creators who wanted to shape many such sea adventures, Gunvantrai Acharya has given many novels presenting the story of sea adventure, one of which is *Dariyalal*.

"Dariyalal is a pet name the sailor of Kutchh and Saurashtra have for the Indian Ocean. It conveys a lot of love and respect for this ocean where their ships have been sailing for centuries...Dariyalal carries ships like a father carries his child on his arm, lovingly and safely. This secured period is called the Mousum, the dangerous one the Aakhar." (p.21)

This is the novel of the sea of India, the adventure of the **Maduos of Kutchh** - the pride, the fight against slavery, the pride of humanity, the dignity of Gujarat, the superiority of Gujarat's shipping, the vanity of India and Indian culture. This novel has gained wonderful popularity in the hearts of Gujaratis and is facing difficulties in today's changing times. *Dariyalal* is a novel that shapes the object of marine adventure. In which marine life and social life are drawn on the basis of historical facts and characters as well as legends. Shipping for trade or emigration has been associated with Gujarat since ancient times. The same thing is illustrated here by the creator. A navigator - Jeram Shivaji's family and an administrator - Munim Ladha Dhamji Thakkar (Ladhabha) associate with slaves' trade.

"The original name of Zanzibar was Kazimbe. In Portuguese history the sultan of Zanzibar was named 'the king of Kazimbe.' Zanzibar was the gateway to inner Africa. It was an important port and Indian sailors and traders used it extensively. 'Jung' means ships that sail the oceans and 'Bari' is a window in Gujarati. So, the name Jangbar

commonly used many have evolved into Zanzibar." (p.18)

In Zanzibar (originally Jangbar) – Africa's 'Suburb of Halar', Ramjibha is most trusted person of both of them. He is the head of the slave operation. Once twenty slaves caught by Ramjibha are killed by a single rhinoceros. Ramjibha shocked and hearty broken to saw this event of killing those slaves by rhinoceros. Sentiments and emotions wake up in his heart. At this time, the movement from Ramjibha to becoming Ram. This change of heart in Ramjibha is not acceptable to Munim Ladhabha. Yet, the experienced Ladhabha tries his best to persuade Ramjibha. Here, an experienced Ladhabha man, who has seen the times, gives an insight. Inspired by his Vaishnava tradition and human goodwill, he pledges to Neem Agiyaras to stop the slave trade by Gujaratis in the presence of Ladhabha during the day, and lonely ties with the Negroes, uniting them for clove cultivation. The Negroes call him Lakuna a benevolent foreigner. Meanwhile, Ramjibha also frees the English traveler Dunkirk from the clutches of the Negroes. The first feature of maritime culture, unity and brotherhood, is depicted in *Dariyalal*. At the beginning of Dariyalal, in the chapter '**Neem Ekadashi**' ('**The Day of Dedication**'), when Ladhabha is given permission to build a temple, he reluctantly rejects it. After rejecting such a beautiful proposal to build a temple, Ladhabha explains to the disgruntled Modi, "Whose temple will we build, five or five? If someone asks for Mahadev, if someone asks for a mansion, if someone wants a mosque." They do not want to bring religious differences into business. On Neem Ekadashi, Ramji vows to abolish slavery and the slave trade, and leaves the lineage of Jeram Shivaji to the clove-cultivating inhabitants of the Jungbar forests. Ramjibha's adventures and efforts towards the ending of slavery are slowly succeeding. Ramjibha's commitment to the abolition of slavery leads the novel to an exceptional narrative. Throughout the novel, love, humanity, dedication to accomplish the task entrusted, whether it is a sea adventure or the release of a piece or a feat, adventure.

Whether it is a matter of freeing the woman of Halar or manipulating the driver Lalia the Devil or sympathy for the slaves, the whole thing makes Ramjibha a handful of high human beings. *Dariyalal* manages to keep the reader hooked from beginning to end. One by one, the characters and events give a new twist to the plot of the novel. All these twists create dramatic, which is the foundation of the success of the novel. As Ramjibha is portrayed as the protagonist in the entire novel, the sea which is a part of his adventures also remains a character of the novel. Throughout the novel, the sea proves its presence, spreading its infinite expanse. Here comes the sea for the

trade and commerce of the Kutchhi - Kathiawadi people, in South Africa, like Gujarat, a **'Halar Puran' is also formed along the coast.** The sea is a witness to trade. Also, the sea of pirates is different, the sea of red bells is different, the sea of Dakar is different, the sea of Ramjibha who is trying to rescue Rukhi is different, the sea of sailors is different, Changes. Ladhhabha sends Ramjibha overseas to rescue Halar's Lakshmi. Seven ships, buses carrying sailors and buses carrying youths, while the armed ship from Halar came out of the barracks and came to the Mediterranean. The word 'Middle of the Sea' gives her a glimpse of what the sea can be like in Midstream. Abu used to stay somewhere in the middle of the sea while jumping in a bat. Here the creator mentions the bat coming to Madhari along with Shakrabaj Abu. Discussions to capture Abu include sending the ship overboard. Then the word 'seaman' becomes a witness to the sea voyage. The seafarers from Oman, Malabar, Mumbai, Surat and Lanka etc.... are depicted in the novel while on the other hand Abu's informant Lalia the Devil is proposed to be caught.

From the place where Ramjibha's army ships are anchored in the Mediterranean, the Lalia bell stops at the end of a two-three-day sea voyage. There is an island near the coast. Here is a vivid description of the Batia sea of Lalia the Devil: Chopas was a barren shore stretching, there was no sign of bushes or hills till the traveling Gaugau district. On such shores was the island of the red bell. In which Lalia also arranged a cage to keep an eye on the Mediterranean. From this cage, Lalia sees the sails of six or seven ships in the distant horizon and with a keen eye, the ships move closer to the five ships and their sails are folded in the middle. Out of all the ships, the anchors are fastened. To Lalia's surprise, a small boat sails from the ship and brings Ramji towards the island. Lalia the Devil does not tell Ramji Abu's address but Ramji manipulates Halar to talk to Lalia about the woman and Ramji leaves. The next evening Lalia drives his fish towards Abu's paddle. Here, Ramji takes his ship from the Mediterranean to the opposite shore. One of these storks is the land of the sea, which easily makes its way to Abu's Pal - at that time the description of the sea stands witness to Lalia's adventure and ingenuity.

Ladhhabha, on the other hand, tells the story of Rukhi, a Halar woman who was kept as a slave by Arab pirates to a freed English couple. Rambha rescues her from the Arabs. On the island, Abu talks to Halar's wife and Abu takes Lalia to Rukhi. In the conversation, Lalia finds out that Rukhi is his own wife, kills Abu and runs away in anger and resentment. At the time of this catastrophe, Ramjibha's ships, chasing Lalia, fire Abu's bat and release Rukhi. Here the white curtain of this shelling spreads out

from the sea all around and takes the bat into its grip. Here is the sea of Ramjibha and the sailors who came with him. And, Rahmatullah and Ladhhabha have stopped the slave trade through Gujarati firms. With the sudden death of the Sultan of Jangbar, Rambha defeats Burgess with the help of the Negroes, one of his princes rebelling against Burgess.

The experience of the labyrinth appears. Jungbar's sailor, on the other hand, sails his seven ships ashore at midnight. Here is the experience of a sailor who has been sailing and navigating the ocean for twenty years. The ships came and anchored. These sentences echo Ramjibha's victory. A captain Abha Patel and her fellow partner Nathu skillfully encircle the island of pirates, find their secret abode, pass ships through narrow canals and witness the sea at their adventure. With the death of the Sultan in Jungbar, a terrible uprising broke out. When Bargus escapes to seize the throne, Dar-Ee-Salaam escapes and joins hands with the Arabs and encircles Jungbar by sea. This time, the novel tells the story of a maritime adventure through a battle taking place at sea. Like *Dariyalal* in the history of Jungbar. Lalia the Devil's Sea adventure is thrilling. Throughout the novel, Daryo and *Dariyalal* are seen scattered in an endless cult, and the words associated with the sea bear witness to it. **Words like, 'Dariyalal', 'Sea track', 'Mariner', 'Dariyalol', 'Water Tomb', 'Strait' make the vast labyrinth of the sea national.** Throughout the novel, the sea can be seen blooming from its calm-gentle form to its vast expanse. At a time when little is written about the sea, the novelist comes up with a new subject, a new subject. *Dariyalal* is not as satisfying as can be expected about marine life. However, when Ramjibha goes to Lalia the Devil, the pirates besieged Abu Island. The place of women in marine culture is unique. But women are rarely seen on ships. Rukhi in the text is the only female character. Apart from this, the colorful nature of Kharwa is depicted in 'Dariyalal' with the atrocities of a character like Lalia the Devil on slave women, the tradition of the seafarers' 'Aakhar' and 'Mousum' is also adapted to suit their respective themes in the novel. In the text, during the three months of 'Aakhar', sailors, Kharwa, and Malmo, etc.... are going to catch slaves, while in the chapter 'Inside Satanism', it is said that there are few Hindus in Jangbar due to 'Mousum'. Marine diseases are described in the novel.

In *Dariyalal*, the Sultan of Jangbar is afflicted with a terrible disease 'Kala Azar'. An important feature of the culture of Indian seafarers is that both goodness and devotion are intertwined in the novel. The culmination of a Swami Bhakta is the attention and respect of an unskilled sultan by a skilled administrator like Ladhhabha. Despite

Rambha's pledge to abolish slavery, working under Ladhhabha's hands, not stopping him shows kindness. The characteristic of *Dariyalal* is to express the spirit of maintaining the freedom of every person and to prove his devotion to his lord from time to time. The commercial system is mentioned more in the text. Due to the uncertainties of the sea, due to the frequent calamities, the people of the coastal areas have a spirit of mutual cooperation and also a spirit of fighting against the sufferings of others as their own. This sentiment is also portrayed in the novel.

If one looks at the terminology of its language similar to the characteristic of maritime culture, then the description of sea voyage in *Dariyalal* is scarce and it gives very little information about sea rules, shipping information etc. The use of technical terms like 'Mer' 'Vendhar', 'Nakhu', and 'Kharwa' is also common, such marine terms are used a lot in Ratnakar Maharaj. It also provides detailed information about the construction of ships and their parts from different types of vessels. The descriptions of Gujarati people's friendship and enmity with foreigners are also similar in both the novels. The survival of the English traveler Dunkirk by a capable man like Ramjibha in *Dariyalal*, and the gratitude of Dunkirk to save Ladhhabha, is a testament to the friendship of seafarers with foreigners. At the time of such descriptions the author seems to have lamented in the novel that our Englishmen were responsible for such slavery. Slavery is a by-product of maritime culture. Slavery can also be said to be the background of *Dariyalal*. Another integral part of marine culture is the weapon. Slavery and foreign weapons like guns, pistols, cannons, swords, knives, whips etc. are mentioned in the novel. In the text, there are notable mentions of Rambha and Arab generals firing, Lalia bells, cannons fired by English man and slaves being used. While the ships of Ranmal Seth and Chandu Seth are firing at each other, it is also worth mentioning that Radha is hitting Hothiji with a whip.

IV. CONCLUSION

Thus, the sea adventure novel, *Dariyalal* using various features of marine culture, the author has passionately portrayed the characters, dialogues and surroundings, which is why the subject substance of these novels has been given due justice. Occasionally, the author's introduction to the sea and his imagination are super introduced. Acharya's interest in marine life is introduced here. So, the novelist has shattered the myth that there is no oceanography in the literature of Gujarat, which has vast ocean shores, from the oceanography of thriller-story gens-dynasty.

V. LIST OF NAUTICAL OBJECT/SETTING AND IMAGINARY GLOSSARY FREQUENTLY USED IN TOTAL 27 CHAPTERS OF DARIYALAL IS AS BELOW

- Indian Ocean: Dariyalal
- Sailing Ships: Travel by water through vessels
- Seafaring: Marine.
- Coastal Area: Littoral Zone
- Vasco De Gama: The Sailor
- Jangbar: Discussed in above Mentioned quote
- Indian Navigator – Jeram Shivaji
- Zanzibar: A port for slave trade.
- Ship laden: Overloaded liner
- Dariyalal: According to Kutchhi and Kathiawadi people, an Indian Ocean.
- Chaitra Purnima: Aakhar started.
- Ekadashi: Eleventh day after full moon or new moon
- Neem Ekadashi: A festival for Khoja or Bhatia community
- Ashadh: A special day for sailor
- Pirates: Sea Voyagers
- Mediterranean Sea
- Congo and Niger River
- Nyanza: God of Water

DECLARATION

The present research paper is the collaborative effort of **Ms. Rima Soni** and **her Ph.D. supervisor Dr. Vidya G Rao**. It is the purely true work and it has not been published or not even submitted for publication elsewhere.

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Awakening of Women and Their Role in National Freedom Movement: In Special Reference to Raja Rao's *Kanthapura*

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Received: 18 Nov 2022; Received in revised form: 07 Dec 2022; Accepted: 15 Dec 2022; Available online: 20 Dec 2022
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Abstract— The history of Indian struggle for independence is replete with stories of tremendous sacrifices made by the countrymen. Though the participation of women in freedom struggle was there since it's beginning but it was sporadic, men played the role of protagonists for the major part of the movement and women only came to the forefront after Gandhi's Ji initiation in the second and third decade of 20th century. These tradition-bound women fought with exemplary courage and commitment, side by side with their male counterparts, even so, many of them were left unsung. Raja Rao's '*Kanthapura*' accounts the story of such brave Indian women using fictional characters. These women of village Kanthapura collectively represent the disadvantaged position of Indian women who were fighting a twin war, one at home with the patriarchal society trying to break away the shackles that limited their role to do household chores and the other with Britishers. The novel is told through a feminine point of view using the voice of Achakka, an old woman. Achakka traces the story of the immense changes that occurred in the life of these marginalised women of pre-independent India by Gandhian movement that was brought to their village by Moorthy, the hero of the novel. The novel articulates how Mass political movement like Non- Cooperation helped Indian women to cross the conventional boundaries to certain extent and in the manner the awakening of these women benefitted the Independent struggle in return. The characters of Rangamma and Ratna are presented as emerging new women who defy conventions and lead the war of independence. The present paper tries to explore the agonies suffered by hundreds of volunteer women, who following the Gandhian way chose the path of ahimsa to fight against the British raj. In order to voice against a foreign power these women came out of their well defined roles of goddess of the house and took on the role of Jhansi ki Rani, the fearless queen. The paper acknowledges the indelible sacrifices made by Indian women in India's freedom struggle.

Keywords— Freedom, Indian Independence Movement, Non- Cooperation movement, Women emancipation.

I. INTRODUCTION

Kanthapura is a fictitious village, which can be identified as a hamlet in south India's Karnataka, caught in the freedom struggle of the 1930s and transformed so completely by the end that "there's neither man nor mosquito left in it". A grandmother through the medium of harikatha narrates how the surge of nationalism initiated by Mahatma Gandhi transcended all differences and revolutionised the docile villagers into freedom fighters.

Kanthapura is based on *Fontamara*, an Italian novel written by Ignazio Silone. *Fontamara*, is a story of an archetypal south Italian village, delineated in European sensibility, when fascist regime ruled Italy. The novel is a story of how poor are exploited by the rich as depicted by anti-Fascist and socialist behaviour in 1930s. Unlike *Fontamara*, *Kanthapura's* message is political, spiritual and cultural. From the foreword of *Kanthapura*, Rao tries to create a rich 'sthala-purana' or a legendary history of India where men

and Gods intermingle. Citing the mythological heroes and heroines, the writer recognizes our ancient traditions as Indian, giving the freedom struggle a mythic flavour, in the beginning itself. He has also tried to make the story more authentic by bringing in an oral narrator, thereby setting the Indian village backdrop in all its purity.

Kanthapura is a politically motivated novel, as it is bound up with the national movement. It is characterised by its postcolonial theme, which is quite noticeable and well-cared by the novelist. The novel demonstrates how myth, religion and legendary history are incorporated to decolonise the mind and instill nationalism. In the interests of motivating people, and shaping historical consciousness, *Kanthapura* must be seen within the genre of historical fiction emerging in the country in British-era. Apart from the political circumstances in which the genre evolved, the pre-existing narrative traditions contributed to situating narratives remote in time.

The author sympathetically explores the Gandhian values of loving ones enemies, non-violence and abolition of untouchability. In *Kanthapura*, Mahatma Gandhi has been portrayed as a symbol of divine power as well as a perceptible reality. As an incarnation of Krishna, he will remove the suffering of the Indians. He would slay the serpent of British rule as Krishna had killed *Kalia*, the serpent. As a statesman, Gandhi preaches the spinning of yarn to his countrymen, for if they spin, the money that goes to the British will be retained in India to clothe the naked and feed the hungry. As a God, Gandhi possesses the divine power of slaying the enemy of freedom. The idealism of Gandhi into an avatar further turns contemporary politics into a religious saga in an attempt to build a national-popular movement in a society acutely divided by language, caste and class. To present a unitary identity of the country was an important task in the face of British domination. Consequently, *Kanthapura* is securely mapped within an identity encapsulating the complete nation.

Undoubtedly, the production of a nationalist ideology in particular narratives and its role in captivating as many people as possible is significant. Within the colonial situation, the figuration of a common identity does lead to unitary nationalism for it is only through collective religious or linguistic sentiments that political ends can be reached. These strategies are motivated by desire to dominate, which is accomplished through the imposition of the idea of ethnic superiority of a social group. For instance, the rhetoric of nationalism in India has always been built on Hindu ideology and brahminic superiority since Hindus are in the majority. For a better realisation of Rao's model of cultural identity, it is imperative to locate the women of *Kanthapura* in the national freedom movement. Also, since the novel

draws on Gandhian nationalism, we must see how the role of women was outlined by Gandhian philosophy within the nationalist agenda. This will give an understanding of Rao's view of women's position in society as affected by the extent to which they were allowed to participate in the national struggle by Mahatma Gandhi. The Indian nationalism seen by both Mahatma Gandhi and Rao, however has presented women within their traditional Hindu roles, not giving them a complete liberation. Within the context of the novel, the contradiction between women's desires and their limited sphere of participation in the national struggle as accepted by the society will be brought out by demonstrating that the ideological movement of the novel, in some respects, is opposed to its action. It would be useful therefore to focus the study in terms of two different models—the ideological and the novelistic/dramatic. While the author, as we shall see, can be associated with the former, the latter includes the essential properties of the novelistic form. The issue of women's participation in the national movement is seen here in terms of the wider theme of peasant unrest.

Gandhi's involvement of women in India's freedom struggle offers comparisons and contrasts with the Rao's participation of fictional heroines who in response to Gandhi's call, join the satyagraha. The novel displays a reworking of Gandhi's esteem of women in combination with their role in the national movement. Despite the extensive domination of brahminic patriarchy in the novel, it is surprising to see that women are permitted equal participation as men in Gandhi's programme. The author goes way beyond to permit Indian women to assemble themselves into true satyagrahis by forming 'Sevika Sangha'. Mahatma Gandhi's sympathetic treatment of women too threatened the grip of chauvinist brahminic culture which condescended his encouragement to women to come forward.

Mahatma Gandhi in many ways worked against the predominantly patriarchal order and evoked a response in women. The feminine nature of his protest touched women's sphere of domesticity in an environment where they did not have the official power of taking positions in a male-dominant system. But by penance and fasting, which were the hallmarks of Gandhi's protests and essentially female instruments, both women and Mahatma Gandhi could pressurise the men into acquiescence. Mahatma Gandhi gave the movement a moral quality in its emphasis on the virtues of female perseverance. Although his adversaries contended that his approach was unmanly and would lead to their impairment subsequently, Gandhi's method of resistance was useful in drawing women into the national movement since he revealed through the adoption of non-violence that women were not completely

resourceless in spite of being a prisoner to the formal structure of patriarchy.

By encouraging equal rights for women in different spheres, Gandhi asserted the importance of women to a non-violent struggle aimed at a fair social order. He also maintained that "to postpone social reform till after the attainment of Swaraj is not to know the meaning of Swaraj" and further that "when the women in the country have woken up, who can hinder swaraj?" Accordingly, the heroic role of women lay in spearheading the revolution against abuse, inequality, and social injustice, both for themselves and for other exploited groups in the society. The programme of national integration initiated by Gandhi worked for the improvement of the harijans and women, to change the course of our society.

Gandhi's role for women, however, was mostly limited to the domestic sphere and was hardly seen outside the freedom struggle, although he attacked the practices purdah, the custom of devadasis, prostitution, child marriage, widowhood and dowry. He believed that men and women play complementary but different roles and insisted that service to the husband, his family and the country (in the same order) needs to be accepted as the primary duties of women. As a matter of fact, service to the country must be performed only if it did not affect the first two. Gandhi's ideal was Sita, who epitomized sacrifice, devotion and moral strength of womanhood. But within the traditional archetype he wanted to break with the traditional stereotype of weak and inferior woman, rendered by custom over the years. He asserted instead that women were not weak, because they possessed moral strength against the sheer brutal physical strength of men. Yet he did not visualise a complete transformation of women's roles and on the other hand, at some instances, his writings appear to indicate their immovability within the system irrespective of their inner strength. Besides, the moral strength that he attributes to Indian women, it has little or no relation to generations of exploitation, humiliation, and hardship. His gaze remained fixed on the symbology of the mother, even as he sought social reform, enabling him to establish links with Mother India and Mother Goddess conveniently. Mahatma Gandhi broke down the family resistance of his women associates with the assurance that women would not step outside their traditional household roles by extending women's roles beyond the limitations extended by the patriarchal system, he. He had himself relinquished the desire for children and wealth altogether and began living the life of a brahmacharya, for women he advocated the performance of primary duties as it was certainly impossible to combine public and domestic.

The Gandhi model accepted women's role in the national movement, while discharging their family responsibilities. However, there were a few contradictory levels to the Gandhian attitude to the women's participation in freedom struggle too. Those women having the responsibility to look after their children and the ones who were aged were not to give up their primary responsibilities for the sake of the national movement. However, there was a second group of women from whom he expected a sacrifice of the pleasures of housekeeping and childbearing. For the sake of the nation such married women were expected to remain celibate. Also, the full-time workers were expected to stay unmarried and dedicate their lives entirely to the national movement. Gandhi is also said to have opposed the marriage of the Kriplanis, as he was afraid of losing a devoted worker. Thus, while he was trying to protect the traditional images of Indian women, he could not always avoid breaking this model.

Gandhi's roles for women are dictated by different circumstances and various levels of participation. Mahatma Gandhi, in general allocated issues like swadeshi and prohibition to the women's domain since they were the principal victims in this area: "Only those women who have drunkards as their husbands know what havoc the drink devil works in homes that once were orderly and peace-giving". Since women from all classes suffered from the excessive drinking of men, only they could bring in some momentum to toddy-picketing within the national movement. Notwithstanding the degree of their recruitment, their participation was defined by and formed within the national movement.

The mobilization of Indian women in the long run had no clear objectives in Gandhian philosophy, as was the case with non-questioning of caste hierarchy in India while denouncing untouchability. Mahatma Gandhi also did not envisage overturning the traditional and social circumstances concerning women. The involvement of women in the nationalist domain seemed to be a strategic tactic, one not intended to empower them at all. Mahatma Gandhi "tried changing women's position without either transforming their relation to the outer world of production or the inner world of family, sexuality and reproduction"

In *Kanthapura* the level of participation depicted does not showcase the political activity of the villagers. Though Rao offers a political perspective that can ideologically mobilise a divided Indian society into a harmonious entity, his position within the brahminic intelligentsia, alongside the intrusion of his own political interests, has also to be considered. Congruently, the key female characters in *Kanthapura* are Rangamma, Ratna, and the grandmother-narrator Achakka, brahmin widows,

who come from a niche in society, as recognised by the author. Ratna and Rangamma are the female protagonist and the natural leaders of the village women. By having a brahmin widow narrator, the author is able to invite sympathy on the involvement of other two women in the uprising. Moreover, Ratna and Rangamma, who are presently widows, have not always been entirely in control of their sexuality. Hence, marriage, being an institution of social control over female sexuality, is not absolutely dispensed with. Within the text, both Ratna and Rangamma are mother figures. Ratna displays concern for the fasting hero and Rangamma is a surrogate mother for Moorthy, after the death of his mother;. Notwithstanding, it should be remembered that these women belong to a caste which has always imposed grievous restrictions on its women, particularly the widows. By following Gandhi, Rao tries to 'liberate' these women from their given image by allotting them more space. But so far, as their primary duties collide with the national activity as members of the Sevika Sangha, they are advised to perform their key role first:

'If we are to help others, we must begin with our husbands,' and she [Rangamma] tells Satamma, 'Your husband is not against Sevika Sangha. He only wants to eat in time ...' Rangamma tells her to be more regular in cooking, and we all say, 'We should do our duty. If not, it is no use belonging to the Gandhi group.' Rangamma says, 'That is right, sister,' and we say, 'We shall not forget our children and our husbands'

Rao thus brings out Gandhi's belief in protection of women within the household. In a speech at the meeting of textile workers at Ahmedabad, Gandhi had said in a similar manner:-

If the workers find it necessary today to send their wives and children to work in factories, it is our duty to see that they do not have to ... Work is not for children. Nor is it for women to work in factories. They have plenty of work in their own homes. They should attend to the bringing up of their children; they may give peace to the husband when he returns home tired, minister to him, soothe him if he is angry and do any other work they can staying at home ... If we send them to the factories, who will look after our domestic and social affairs? If women go out to work, our social life will be ruined and moral standards will decline ... I feel convinced that for men and women to go out for work together will mean the fall of both. Do not, therefore, send your women out to work; protect their honour; if you have any manliness in

you, it is for you to see that no one casts an evil eye on them.

Both Rao and Gandhi are forgetful of the women workers in rural areas who work together with men in fields/ plantations. Such women would be surprised at the traditional, accepted sphere of women's participation encouraged by nationalists. The image of women Gandhi develops is that of physical fragility and distinctive strength. Hence, in *Kanthapura*, at the formation of the Congress, Rangamma is elected as a Congress representative because 'the Congress is for the weak and the lowly. Gandhi's ideas pertaining to the second group of women—the more nationalistic and celibate—are also interlaced into the lives of Ratna and Rangamma. They adjust well within the Gandhian scheme, since neither of them has a husband or children,. Rao also creates categories of women (like Gandhi)—those who first owe their services to their home and those who do not have household responsibilities and can therefore serve the country. In other words, Rao maintains the important position of marriage and woman's role as a dedicated wife and a sacrificing mother from the primeval models of upper-caste Hindu women which conform to the modern, middle-class Hindu society. It is only this class of women who can respond readily to the image of Sita who sacrificed her extravagant life-style to follow her husband, Ram, into exile when he was ousted from his kingdom. On the other hand, contemporary Indian society was full of women who could neither afford to possess even one sari, nor had any clothes/ jewellery to give up. They did not need any persuasion to spin and wear khadi, since they had no alternative but to wear inexpensive handlooms. By this, Gandhi and Rao consciously show an ideological preference for the urban middle-class women who used foreign cloth.

The grandmother's narration on various occasions gives us an insight into women's voices outside the limits within which they are supposed to be viewed. After a reversal of their roles, Achakka cannot be party to Rangamma's advice about having 'space-in-the-home':

But how can we be like we used to be? Now we hear this story and that story, and we say we too shall organise a foreign-cloth boycott like at Sholapur, we too, shall go picketing cigarette shops and toddy shops, and we say our Kanthapura, too, shall fight for the Mother, and we always see the picture of Rani Lakshmi Bai that Rangamma has on the verandah wall, a queen, sweet and young and bejewelled, riding a white horse and looking out across the narrow river and the hills to where the English armies stand (Rao, 1938, pp. 152-53).

Significantly, Rani Lakshmi Bai of Jhansi, who died fighting the British in the 1857 rebellion, is both "sweet and young and bejewelled" yet courageous, what may be described as "a model of female as opposed to feminist-valour". She can therefore be represented as part of tradition (virtuous), yet imbued with contemporaneity (liberated). This model ensures women to not overreach the specific social imperatives they are used for. In the present context, Achakka's aspirations and sentiments are a challenge to the building of a feminine identity within her home, advocated by Gandhi, consumed by Rao. Here, the difference between the dramatic and nationalistic levels of narration is apparent: the grandmother separates herself from being an oral storyteller, becoming a character who is no longer prepared to do what Rangamma advocates. On the other hand, she wishes to dedicate herself to the nation, like Lakshmi Bai. Achakka too is possibly not prepared to contribute only in terms of spinning. That shrewd intervention by Gandhi was an effective strategy for enlisting women in the national struggle without shifting the terrain of their involvement from the household. Achakka engages with more than simply the domestic; she feels magnified into Rani Lakshmi Bai, and is possessed by shakti or the primal, original power which renders the male principle in the godhead, purusha, passive, weak, and inferior

The female point of view assumes more significance than the author is prepared to allow, at the level of shakti. The women-power grows as it assumes identification with the power of Kenchamma, who is the village protector (goddess). The village owes its very origin to Kenchamma's accomplishments. Her legend is used to ritualise the pattern of events affecting the lives of the villagers. The women believe Kenchamma to be present in each one of them, giving them the required energy and propulsion. In fact, each of them becomes Kenchamma to the extent that they are terrified of their own unnatural valour, Kenchamma is believed to have "even settled down among them and that is why the women engage in a similar encounter as Kenchamma did to kill the demon. Kenchamma's role as a woman, who is incarnated in the village women creates a new dimension in the novel, thus releasing their latent strength. Also, the narration to a female audience from a female perspective adds to the impression of their growing power.

An audience of "sisters", does not mean that the author expects only women to be his readership. A female audience could also be an irresistible bait to attract the male readership and to increase the persuasive effect on both male and female readers. The accessibility of the story to female listeners may thus suggest Rao's investment in the seductive appeal to gather more listeners. Additionally, in

the all-female gathering in the text, men are the excluded audience, however their presence is unrestricted in the reading of it. The narration, therefore, not only covers the story to a mixed audience, but also raises the threshold of consciousness among women.

The feared womanhood aspect is associated with matriarchal societies in India where goddesses are given first place, before gods. These are areas where women have predominant rule, unlike brahminic culture in which the patriarchal social system places restrictions upon women. The story appears to support matriarchal power through Achakka, and that is why the contrast between her and Rangamma's narrations is striking. Rangamma does not envisage any fundamental change in the traditional role of women, while Achakka, as the voice of matriarchy, unconsciously assumes authority and challenges the idea of a unfair division of labour between the sexes. She is impatient to move beyond her secondary role in the freedom struggle in the same way as the many Ashram women who had urged Mahatma Gandhi to let them join the Dandi march along with men. Gandhi had seen their eagerness as a 'healthy' sign, yet refused them participation with the ambiguous reasoning that they were 'destined' to make a far greater contribution to India's programme for independence in ways other than merely breaking salt laws. In the novel too, the awakening is weakened as the power of Kenchamma (goddess) takes over from Kenchamma (woman). Just as Gandhi's programme for women complemented their household role which, to an extent, seemed to give them some sort of motivation within their simple existence, Rao also propagates their participation within limits so as to not upset the traditional Hindu image of the Indian woman.

The issue here concerns how the women were conceptualized and imagined in the national movement. Within Gandhi's philosophy, women assumed a dimension they were never given before. But although it is true that the motives for social regeneration in his rather contradictory attitudes were not fair, it was the national freedom movement that primarily interested him to drive the Indian women. Rao uses Gandhi's grounds to come out with a similar representation. Like Gandhi, he shows the women as a part of the nationalistic framework but does not connect the nationalist sentiment with their social consciousness as peasants. Consequently, their ideological role in the novel is conflicting with old feudal assumptions which define them culturally and condition them socially.

Rao consciously takes the thread of the story further away from the actual experiences of the villagers by deepening emphasis on religious philosophy of Mahatma Gandhi. The women are not permitted to seize nationalism

as a possible opening to let them out of their suppression. While the national movement might have prescribed a new dimension for women's lives, that of greater independence—interpreted as a kind of *swaraj*—within both domestic and public living, the *Kanthapura* women achieve little in changing the private domain. *Swaraj* remains loaded with religious significances for them. Towards the end of the novel, after having undergone initiation, we hear the women saying plaintively: "Men will come from the city, after all, to protect us!". Their very organisation into the *Sevika Sangha* is initiated at the behest of an individual (Moorthy).

Like many of the intellectuals before him, Raja Rao follows a Nietzschean idealism which defines history as a "larger than life" enterprise, and thereby justifies the character of historical fiction in projecting an experience that demands a suspension of disbelief. The mythicisation of contemporary events has been used to serve an important function of transcending the ordinariness of existence and reaching a plane previously inaccessible to ordinary mortals. Such a reading however, underwrites the reconstruction of a usable past by both historians and fiction-writers, which is a misrepresentation of actual events for political purposes. While the existence of self-representations is an ideal that successfully manipulates large and diverse kinds of people, it does not preclude us from contemplating, in a post-colonial climate, on the nature of history-writing.

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The Significance of Walls in Christopher Marlowe's *The Jew of Malta*: Analytical Perspectives

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Received: 19 Nov 2022; Received in revised form: 09 Dec 2022; Accepted: 16 Dec 2022; Available online: 21 Dec 2022

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Abstract— Christopher Marlowe's *The Jew of Malta* is analyzed in this paper for its juridical and biopolitical significance. It was the goal of early modern city planners to prevent diseases from spreading across the city's public spaces. By protecting the politic body from sickness, Malta's walls help differentiate between the physical and metaphysical world. In Marlowe's view, the national body is a living thing threatened by alien bodies. According to the play's medical discourse, pathogenic infiltrations of Turks and Catholics are eradicated by another invading entity, a Jew.

Keywords— Christopher Marlowe, *The Jew of Malta*, city walls.

I. INTRODUCTION

There are several reasons why cities were developed in Europe, including the goal of eradicating diseases such as leprosy and the bubonic plague from the population (Tierney, 2008). The role of control over life was shown by the brick and mortar limits of early modern settlements, and London was no exception. During Christopher Marlowe's day, London's defences were in a state of disrepair. To make room for gardens and carpentry yards as well as bowling alleys and varied dwellings, the city chorographer, recounted in *The Survey of London* that the city walls had been "filled in" by leaving a little channel (Gordon, 1973). Nevertheless, the city's walls and destructions retained London's past like a series of fading traces on parchment, divided into intra- and extramural areas.

As Steven Mullaney convincingly demonstrates, Marlowe's day saw the appearance of Lazar houses on the outskirts of London. Before the Reformation, they were licensed by the crown and jointly regulated by the city and the church (Drakakis, 1989). Ironically, city walls indicated a ruling discipline in 16th-century society, but they were disrupted by Lazar dwellings that delineated the urban area by surrounding the city's bounds. This is an interesting historical phenomenon. In French, a crumbling stone wall is still referred to as a *lépreuse*, a nod to the presence of leprosy outside the city's walls (Beaulieu & Fillion, 2008). Because of this, the walls of the city

functioned as a difference between the healthy and ill, establishing social boundaries of immunity.

In addition, city walls were a legal reality in the early modern era. Pre- and early modern London walls symbolized judicial justice by enclosing the cells themselves, which was a metaphor for intramural space. A prison which has been described as a school of virtue, a house of study and contemplation, a place of discipline and reformation and a place of immunity. London had eighteen prisons in the early modern era. Major institutions were housed inside the city's walls, such as Newgate, Ludgate, and the Tower of London (Taylor, 1623).

In this conception, the city's walls acted as a limen, protecting Londoners from disease and foreign invaders and giving unmatched medical and legal protection. For Roberto Esposito, the first *nomos*, which was sovereign over life and death, is placed at the point of indistinction between preservation and exclusion, and London's walls contributed to this by being both inclusive and excluding, according to Italian biopolitical philosophy (Williams, 2014). Immunity is integrally tied to the function of city walls, which is a central concept in biopolitics since it integrates legal, religious, and biological concerns. This notion of immunity is connected to Carl Schmitt's concept of sovereignty since it exists both inside and beyond the communal-constitutional body and is both part of and distinct from it. It is an exception to the norm that it belongs to the community, but its main job is to protect the

common (Timcke, 2012). When we examine the particular legal status that high-ranking government officials, such as the president, have, which is equivalent to sovereignty, this confusing concept becomes clear. A society's level of tolerance may be gauged by its level of immunity, which is why the word has been often used to topics like as immigration, cultural hybridity, and biomedicine (Campbell & Sitze, 2013).

Immunity is critical in understanding Marlowe's philosophy in *The Jew of Malta* through examining the symbolic action of city walls, since *corpus politicum* is both a biological and legal structure. In this turning point, the focus is going to be on the walls of Malta, which serve as the city's defense. To begin, Machiavelli makes it clear that although Marlowe's play takes place on the island of Malta, it is set in London because he says, "I have not come here to read some lecture in Britany," but rather to "present" the tragedy of a Jew" (Bevington, 2002). Maltese walls, as a symbol of the political community, are a parallel for London walls.

As a historical playwright, Marlowe is possibly the most fascinated with geography. Malta, a multi-racial and cosmopolitan island, without a local culture, thus he locates his Jew in Malta. Because it is "the Other's other," a place where community identity is neither set nor united, Marlowe's Malta has been described as a kind of Mediterranean no-man's-land (Hansen, 2021). In Marlowe's play, the battle between the Spanish and Ottoman empires is shown. While the island's genuine indigenous culture is difficult to determine, we continue to think of Malta as a society or community, a physical, legal, and political entity. Why? Where does Malta's government stand in relation to the sea, which Carty (2019) claims is "devoid of all state spatial sovereignty"? In light of the city's mural containment, the following response seems fitting:

Bashaw, in brief, shalt have no
tribute here,
Nor shall the heathens live upon our
spoil.
First will we raze the city walls
ourselves,
Lay waste the island, hew the
temples down,
And, shipping off our goods to
Sicily,
Open an entrance for the wasteful
sea,
Whose billows, beating the resistless
banks,

Shall overflow it with their effluence
(Marlowe, 1971).

By its walls, a city is defined. Because of his position as Malta's secular ruler, Ferneze poses a danger to the Bashaw and would sooner destroy his own city than submit to Turkish colonial power. It would turn proud Malta into a desert if the walls collapsed. There is no separation between the citizenship and the 'wasteful sea' or between Christian communities and Ottoman influences other from Malta's city walls, which are the only evidence of its existence. There is a natural law split marked by the walls. Aside from that, it seems as though Malta's fortifications function as a military barrier, leaving the city defenseless against Turkish assault and nature's wrath.

For Ferneze and his troops, the walls are more important than the Maltese island, and he has vowed to die before the walls in order to protect them. Ferneze's mission is to rid Malta of Islamo-Turks and establish it as a holy Christian *koinonia*. As a consequence, the walls act as a divider between what is allowed and what is not allowed in the community. What is sacred is the wall, not the area around it, which is deemed to be *sacer* (Davies, 1977). Because of the holy community's boundaries and *limen*, it is *sanctus* (holy) that serves as an immunity shield for those inside it, according to his argument. Thus, if Malta is a Christian community, its walls are sacred as a protective border. This spatial logic is maintained throughout Marlowe's play.

In a surprising turn of events, Marlowe's envisioned map of Malta analyzes the whole of the city's surroundings, both within and beyond the walls. Barabas' home, which is later converted to a nunnery and monasteries, as well as citadels and prisons that form part of the city's walls, may be found in the transitional zone between the sea and the mural boundary of the city. To represent a population living in the city, Marlowe loves displaying extramural area, such as this Maltese island location that is still part of the metropolis. For the same reason that early modern London needed locations to accommodate Jews and Turks as well as nuns and friars, who must follow a cenobitic lifestyle, and lumpens, this kind of exclusive inclusion is crucial today, including courtesans and pimps. On the outskirts of the city, they are all restricted from accessing the city center. This has really led to an immunity issue for the Mediterranean city-state, with the conflict concentrating on the boundaries, or walls.

The main objective is to position Marlowe's work in the context of early modern medical discourses that saw society as a living organism battling against foreign diseases, taking into consideration metaphors like the city as a corporeal state and biological metaphors like the

walls. Homoeopathy is based on the chemical premise of homoeopathy, unlike Girolamo Fracastoro, an Italian Renaissance physician who progressively turned medical research away from the Gallenic notion of humours and toward his own semina theory to explain societal problems produced by the plague (Walker, 1959). During the English Renaissance, the old Gallic humoral philosophy, which held that a counterpoising humor should be utilized to restore the humoral imbalance, became a common topic for English Renaissance plays. A pathogen that caused illness may also cure the disease, according to Paracelsus. The immune system must be exposed to the disease or invasive infection in order for Paracelsus' theory to hold true (Williams, 2014).

In the early modern age, medical philosophy was closely linked to religious and political debates. Medieval discussions on the ideal commonwealth and the state's health in relation to its internal equilibrium are expressed in medical terminology by Thomas Starkey's *Dialogue between Reginald Pole and Thomas Lupset* in 1535. Even though it was written around the same time as Marlowe, *A Meruailous Combat of Contraries* in 1588 depicts the politic body as an enclosure that has to be guarded against invading viruses in particular:

If there be a breach in a wall, the boar will break in, and spoil the whole vineyard if there be a breach in a fort, the enemy will enter and suck the town if there be a breach of love in the hearts of a people, the enemy will take advantage for the invasion of the kingdom. (Averell, 1588).

Accordingly, the human body and the strengthened wall are seen by Averell as symbols of the kingdom and the people, respectively. To be more accurate, these politico-medical discussions are connected to Marlowe's representation of the walls' immune system function. Instead being impenetrable, Malta's walls are porous, allowing ill social bodies to infiltrate them. Medical-political arguments about the protection of English society against what reformed England saw as alien illnesses are addressed in Marlowe's *Jew of Malta*. Because of this allegory of viral invasion, city walls play a vital role in Marlowe's play.

II. THE IMPORTANCE OF WALLS

It is a strange way to discuss the Jewish problem in London. According to John Stow, parts of the fortifications were constructed from the shattered homes of the Jews who were exiled by Edward I (Stow, 1980).

Aside from serving as a visual reminder of the Jews' exclusion, the barriers also embody London's sinister mechanism: the delusional idea of racial harmony. The irony persists, however, in that the city's walls, which acted as a talismanic hint of exorcism, symbolically kept Jews within the boundaries of the city. It is a fascinating physical analogy for homoeopathy's medical function, in which the disease, in this case, the Jews' so-called first curse is transformed into a kind of protection against it. Symbolically, this procedure is akin to a vaccination in the modern sense, which aims to build immunity. It feels that the logic of London's city walls is intrinsically related to Marlowe's racial politics. According to his tale, Jews are diseased creatures that should be kept out of the mural enclosure.

After Spain's expulsion of Jews in 1492, the Maltese Jewish community was dissolved. The play's opening scene depicts Barabas gathering with his fellow Jews to discuss Malta's political situation, but the Maltese Jewish community was abolished in 1492 as a consequence of this deportation (Mebane, 2006). It's ironic that, given the play's historical setting of the Mediterranean following the Ottoman invasion of the Isle of Rhodes in 1522, its plot structure references "virtual Jews" who were not legally recognized in Malta (Delany, 2014). The Jews in Maltese society appear only to be ousted again in Marlowe's work as a consequence of this.

Barabas, Marlowe's Jewish character, is very well-off, and his mansion serves as a synagogue for Malta's Jewish community. In contrast, this hub of interethnic harmony was situated beyond the city's mural boundary. Hospitaller First Knight advises that Convert Barabas mansion to a nunnery, so that his home will shelter many pious nuns. There are several religious structures beyond the city walls in Marlowe's Malta, including nunneries and monasteries. It is not possible for Calymath to feed the Ottoman soldiers in Malta's fortifications, unless Barabas sets up tables in the city's streets. In order to accommodate all of his men, only a monastery which stands like an outhouse to the town can be built. 'Outhouse' refers to the region outside of the house. It follows that a Jewish house may be converted to a religious dwelling since both Jewish homes and monasteries are located outside the city's core. Although Barabas does not live in a concentration camp or a ghetto, his housing perfectly reflects the play's legal ambiguity.

He's both a typical anti-Semitic villain who's been around for a long time and a one-of-a-kind character since he likes to haunt city walls. A sizable community of long-term residents from other planets developed in the city's outskirts in the past. Bankside, in particular, was seen as a

haven for undocumented workers. Because of this, a broad spectrum of international companies have sought to establish operations there. They had brothels called Britannica Hollandia or Hollands Leaguer because of their criminality and cosmopolitan origins, which distinguished them from the English (Howard, 2007). Barabas' dwelling, whether it is a brothel or a monastery, is outside of the city's formal jurisdiction, regardless of what it becomes. If the walls were symbols of ethnic cleansing and expulsion in both Marlowe's Malta and London, they pose a legal quandary. After Barabas' death, Ferneze specifies how his body should be handled:

Wonder not at it, sir; the heavens are just.

Their deaths were like their lives.
Then think not of 'em.

Since they are dead, let them be buried.

For the Jew's body, throw that o'er the walls,

To be a prey for vultures and wild beasts.

[Barabas is thrown to one side.]

So, now away and fortify the town (Marlowe, 1971).

A Jew's body, even if dead, is not allowed in city limits and must be tossed outside. As part of the departure, Ferneze expropriates Barabas' wealth, then expels his dead body, and finally burns it. Ferneze undertakes a near-surgical excision on Barabas by excluding the remains of Bellamira, Pilia-Borza, and Ithamore from the exhumation of a Turk. His unburied body becomes prey for the predators after he is no longer protected by the walls. The Christians don't banish Barabas' dead body to the desert because he's dead, but because, as Ferneze reminds out, Barabas' life and death were similar. Throughout the play, Barabas is a human being without a bios, a political, legal, or social existence (Burtchaell, 2000). The fact that Barabas is still breathing and speaking makes his existence analogous to that of a contagious zombie.

Shakespeare's *The Merchant of Venice*, which also deals with civics and the legal status of Jews, might be used as a point of reference. Unlike Marlowe, Shakespeare depicts Venice as a cosmopolitan and multicultural place with inhabitants from a wide range of ethnic origins. It's a bridge area, Rialto, where Shylock's liminal presence may be seen in the city surroundings of *The Merchant of Venice*. The Grand Canal's floating bridge, Rialto, connects the city's inside and outside districts, symbolizing the city's variety as a global trade hub. Shylock and the

Venetian Christians in Rialto clash. Rather for Marlowe's city walls, Shakespeare substitutes the bridge area, a more inclusive but still restrictive threshold, for Shakespeare's vision. Thus, Marlowe's depiction of the city as an impassable wall is a one-of-a-kind thought process.

The expropriation incident in *The Jew of Malta* foreshadows Barabas' legal situation on the island in the deportation scene:

Barabas.

Are strangers with your tribute to be taxed?

Second Knight.

Have strangers leave with us to get their wealth?

Then let them with us contribute.

Barabas.

How, equally? (Marlowe, 1971).

Barabas, on the other hand, defines himself as a foreign, a disenfranchised resident alien in Malta. However, the Second Knight argues that he should be subject to taxation since his wealth was earned as a result of his economic activities in Malta. Greenblatt (1978) employs "the Hegelian opposition between civic society and civil society, a difference that highlights the problem of the legal exile of the Jewish life to investigate this divergence in detail".

There are, of course, more complicated theological, legal, and biopolitical issues at play here. Religious lives are commonly regarded as a sphere of civil society by Western political philosophers, however in the play, Barabas' Judaism is in agreement with his estrangement from his civic life, suggesting that civic identity is inseparable from one's practiced religion (Habib, 2021). The Knights Hospitallers and Malta's secular government both give Barabas the option of becoming a Christian. As long as he follows his Jewish religion, he is banned from participating in society's political processes. As a consequence, a Christian community's sumpolites is defined by the walled enclosure, which also serves as the criteria by which one is acknowledged as a legitimate civic and legal citizen. Barabas' exclusion from the legal community stands out when contrasted to Shylock's more inclusive legal viewpoint. As a legal person in Venice, Shylock's "relationship" with Antonio will simply indicate that there is no force in the regulations of Venice, and this exception will be recorded for a precedent, and many an error by the same example (Greenblatt & Cohen, 1997). To the Venetian Christians, Shylock does not exist outside the legal society, in contrast to Marlowe's Maltese

Christians. By following Portia's instructions, they will be able to carry out the law in a practical and faultless manner: they will chop off the Jew's head without spilling any blood, thereby destroying just their contract rather than the legal system or Shylock's legal power in general. When Christians utilize the existing legal system to abuse Shylock.

For an economic company like Barabas's, Malta's exclusive restriction reflects its legal and religious character and shows more tolerance. Despite the fact that he has forfeited his property rights, Barabas is not exiled from the island at the end of the play's first appropriation scene. Instead, Ferneze advises him to "dwell still in Malta, and, if thou canst, acquire more" after the expropriation (Marlowe, 1971). He is abruptly transplanted from one metropolis to another. In addition, he has no right to live in the intramural area despite the fact that his presence in the market is lawful as a citizen or legal person. Since everyone's price is written on his back, the marketplace becomes a fusion of Christian and non-Christian values (Greenblatt, 1978). When it comes to gift-exchange in a community, the market is a natural place to start. While the city's immunological barrier keeps Barabas out, the city's economic society welcomes him into the city space as a member of its body at the same time. This is the irony of the play. It is because of this that Barabas's own paradoxical existence causes an internal rift between the city's elite.

Perhaps the best illustration of Barabas' liminal subjectivity is the city's 'common conduits, which connect it to the outside world:

Fear not, my lord; for here, against
the sluice,

The rock is hollow, and of purpose
digged

To make a passage for the running
streams

And common channels of the city.

Now whilst you give assault unto the
walls,

I'll lead five hundred soldiers
through the vault

And rise with them i'th'middle of
the town,

Open the gates for you to enter in,

And by this means the city is your
own (Marlowe, 1971).

Old Law's fiery attitude and Barabas' desire to inflict the Turkish plague on those who refuse to accept him are a

match made in heaven. It's possible that this is a backdoor or even a sodomical anal invasion (Harris, 2010). At some point Barabas plans on stepping outside of what is seen to be the city's impenetrable outer wall, both physically and symbolically. He creates a network out of the city's common channels, which are sewage channels. Common evokes the etymological term *communitas*, which alludes to the city's interconnectedness. As a result of their role as excretory conduits, the metropolis and extramural area are ironically linked. Throughout the play, Barabas' subjectivity takes on the form of a city's orifices as he moves from intramural to extramural locations.

Marlovian folklore depicts Barabas as something that the city has to properly dispose of through the sewage drains in order to maintain its own health. Ethnic prejudices in Europe made Jews susceptible to eugenic selection. Throughout the Middle Ages and early modernity, many believed that Jewish menstruated because of an alleged foul-smelling bodily fluid, which was assumed to be the root of epidemic outbreaks (Harbage, 1969). Since Jews were seen as an unclean threat to the city's cleanliness, their bodies were exhumed in large numbers. The Jews' execution of Christ triggered the so-called first curse, or the punishment brought on by the Jewish people's actions. In Marlowe's play, many also believed that Jews were to responsible for the plague or illness itself. To protect the population, the city walls should be erected around Barabas's entrance because of his association with a raven that shakes contagiousness from her sable wings. It would also be a stretch to say that Barabas' presence in the play is poisonous.

Consequently, Barabas' geographic trajectory aligns with the illness against which European city communities were built. To punish the Christians, Barabas plans to use white leprosy, a disease that spreads from person to person. It was easy to mistake lepers for the undead because of their deformed bodies and half-rotten features. During the early modern period, Jews were often compared to lepers, giving the impression that they were carriers of disease. It is said that the Jews formed an alliance with different lepers and that this partnership was responsible for the spread of the plague. Confusion of man's urine blood mixed with specific dangerous plants, wrapped in small lined cloth, and fastened at the bottom of wells by a stone was the cause of the pandemic (Shapiro, 1992). As a poison, Barabas' identity should be understood in this context and he acknowledges, "Sometimes I stroll about and poison wells," a deep-seated cultural worry that reveals itself in this line of thought (Marlowe, 1971).

In spite of this, Marlowe's play doesn't turn the Jew into a simple poison. That Barabas is a physician who knows

medical science and applies it against the Italians is notable; his treatment is not to heal, but to kill, "There I filled the priests with tombs" (Marlowe, 1971). Doctors like him show how medical research as a whole walks a fine line between saving lives and causing them to perish. It's Ferneze's last words that are the most relevant in terms of this semantic misunderstanding:

A Jew's courtesy;
 For he that did by treason work our fall
 By treason hath delivered thee to us.
 Know, therefore, till thy father hath made good
 The ruins done to Malta and to us,
 Thou canst not part; for Malta shall be freed,
 Or Selim ne'er return to Ottoman
 (Marlowe, 1971).

The play is concluded with a massacre. In a outhouse to the town, Turkish soldiers are seized and massacred by Barabas' guns. With the help of Barabas' trademark trickery, Calymath, the Turkish prince, is captured by Christians in the city's liberation from the Turks. During the play, it's referred to as having a Jewish politeness. It's ironic that his medical position makes him a poison, but it's also interesting to see how he's used to handle Maltese culture, both in terms of acceptance and expulsion. To put it another way, the play argues that the Jew has embraced the Turkish affliction because of the Jewish people's original curse. When Ferneze mentions that the Turks' extortion of unpaid tribute is due to Jews' suffering, he means that Jews are to blame for Turkey's colonization. This means that Jews are to blame for Turkey's colonization since they are participating in the Turks' extortion. Jews also serve as a deterrent to the Turks, keeping them at bay while protecting the Christian population. There's nothing new or interesting about the Jewish problem when it comes to the question of Pharmakos, a poison and a medicine (Derrida & Johnson, 2010). However, Barabas is more than just a simple pharmacy, since his presence provides the people with an immunity that shields them from disease.

Using the word katechon to describe the function of city walls is intriguing. Anomos, which means lawlessness and disorder, is restrained and contained by this strange Pauline notion in *Thessalonians*, chapter two, it is a power that keeps and confines anomos within, generating the standards and norms of Christianity (Ortino, 2002). He compares this political conundrum to the Third Reich's nomos, showing how retaining anomie may lead to a

strong state order through katechon (Esposito, 2017). Of course, the rise of the Third Reich's nomos as a battle against anti-Christ figures, the Jews, since he thinks that Christian eschatology may be mediated by historical empires. While the solution to St. Paul's conundrum remains a mystery, one thing is certain the common belief that the Christian Empire would be better off without an anti-Christ figure. It is legal for Barabas to live in Maltese society as a personified anomos, but his presence within the bounds finally affects Ferneze.

III. A MONASTIC COMMUNITY

In Marlowe's Malta, the Catholics are in charge, and the Christian Knights, who fled Rhodes when the island was conquered by the Turks, play an important political role alongside the Governor. A well-known criticism of *The Jew of Malta* is that the portrayal of Jews and Catholics is on an equal footing (Greenblatt, 1978). Both Jews and Catholics are shown in the drama as neurotic dangers to Protestantism. Multiple examples may be found in the past (Shapiro, 1992). Catholics and Jews conspired to overthrow the English monarchy in the Babington plot in 1586. In the play, one of the regicidal suspects, presumably a Jew, was shown with a hooked nose, which is echoed in Barabas' enormous nose and identified by Ithamore (Marlowe, 1971). The Catholic conspiracy was linked to a Jewish scheme. The Jewish and Catholic issues are intertwined in that they raise the issue of how much immunological tolerance may be tolerated in the body politic.

However, my focus is less on the link between Judaism and Catholicism in Marlowe's play. Instead, the main focus is to concentrate on cenobite, or communal living in religious convents, as a distinct lifestyle option. When we look at the island's topography, it's easy to see the odd connection between the monastic life and the Jews, two distinct groups protected by the city's legal exemption. Few critics have studied the idea that Jews, nuns, and friars are not entirely unique from one another since their lives are constructed outside of the city's walls. Their physical isolation serves as a metaphor for their exclusion from the city in terms of both law and biopolitics. A similar spatial layout to London's depicted by Marlowe may be seen in Malta, where monasteries are situated outside a mural enclosure. In Marlowe's play, not just Jews, but also cenobitic lives emphasize the dilemma of the legal system erected around the walls (Ide, 2006).

Outside of the city walls, religious facilities like the leprosaria were located in early modern London. Whitefriars and Blackfriars, for example, were Catholic priory buildings whose remains became prominent

reminders of the Reformation's cultural struggles when the monasteries were demolished. Despite their proximity to the city's perimeter, these two priories are regarded an integral component of it. As the site of the Carmelite priory that stood until 1538, Whitefriars laid the foundation for London's affluent West End. As a Dominican priory, Blackfriars was visible from the outside of London's mural enclosure. This city's walls have a long and interesting history. Although Blackfriars was located outside the city in 1282, Edward I granted permission to the Archbishop of Canterbury for the expansion of Blackfriars Church, as well as authority to demolish a piece of the city wall from Ludgate to the Thames (Stow, 1980). Blackfriars did not become a part of the city's legal authority until King James I established the 1608 City Charter (Smith, 1966). In order to expand the city, the Blackfriars Priory was relocated from outside the walls to the city center. This has legal ramifications, of course: the city-state was considered as a different politico-religious order from the convents of monks and nuns. These monasteries were removed from the city if the city walls constituted the municipal boundary.

It appears to me that Abigail is a well-crafted narrative device because of her Jewishness and her monastic living, two modes of life that are both banned from the city society in the drama. Marlowe's play portrays Barabas as the ultimate source of social turmoil, but when the Turks invade the town and name him as the Governor, he is briefly included in its ruling body. As a sign of the play's fragile moral perspective, Abigail is never allowed to join the city's legislative body since her life is divided between a synagogue and a convent. Barabas' initial house, which Christians have turned into a nunnery, represents Abigail's subjectivity (Rapatz, 2016). Because Barabas' house is now being used as a Jewish synagogue, it might theoretically be converted to a Catholic monastery outside of the realm of civil law. An interesting cultural phenomenon was that of the conversion of the synagogue from one use to another, and that a visit to a synagogue just prior to its deconstruction signified a transition from one time and time period to another, a path that the Virgin Mary took (Lupton, 2005). Either under Jewish law or the Pauline philosophy that exempts her from the law.

While nunneries and monasteries in Tudor-era England were being shut down, Marlowe's play presents religious life as it was before the Reformation in Abigail's admission to a convent. Cenobitic existence is in a precarious legal position, to say the least. While city walls act as a legal barrier to preserve communal life, entering a convent necessitates giving up such security in favor of a new lifestyle. Due to this legal exemption, the cloistered lives of monks and friars, as well as Jews and Turks, were

located beyond the city walls. There is little doubt that Cenoby's etymological root suggests a distinct communal life from the municipal community.

As Agamben (2013) recently argued, "a human being is utterly separated from the grasp of law" in the monastic way of existence. Whether or if the Christian monastic norms represent a type of law in Agamben's dispute is difficult to discern since cloistered lives are completely integrated with the rule, and existence in a monastery is severely regulated by time. Cenobitic life is not merely a set of rules; it is a way of life for the monk and the friar. As a consequence, they produce a life that is paradoxically normative yet empty of rules. St. Francis was reduced to an animal because he renounced his own juridico-political life. It was as a consequence of this that the Franciscans chose to live a life of extreme poverty by confining their economic activity to the simplest use of things just for the sake of surviving (Agamben, 2013). They may have formed their lives on the fringes of the city because of this logic of exclusion. In Marlowe's *Malta*, the friars' poverty is simply a ploy, and their major purpose, like that of other Christians, is to obtain more property. This is a substantial departure from the Franciscan life shown in the play.

While in England, religious structures were destroyed, in Marlowe's *Malta*, the Jew's palace is rebuilt as an abbey, reversing the Reformation process, which had been reversed in England. Contrastively, the play retells a Reformation narrative concerning the disbandment of monasteries. As crude depictions of Dominicans and Franciscans, Jacomo and Bernardine in Marlowe's play indicate the playwright's familiarity of cenobitic life in late-post-Reformation England. Extramural lifestyles in *Malta* are legal, but once they cross the threshold into intramural settings, they are no longer authorized outside of the city. A confrontation with the law results in both of their deaths. As much as a convent is reserved for women. However, in Marlowe's dark satire, Barabas's previous dwelling has been converted into a nunnery, and here is where both of these friars will be spending their time. An English Protestant imagination has invented these two corrupt friars, which Marlowe condemns as a form of power control in the system of confession. Bernardine claims this:

Know that confession must not be revealed;

The canon law forbids it, and the priest

That makes it known, being degraded first,

Shall be condemned and then sent to the fire (Marlowe, 1971).

The play's most sardonic anti-Catholic venom is found in the confession scene. In the midst of Abigail's last confession, Bernardine worries that she would die a virgin, having never had sex, while Abigail worries about her father's involvement in the killings of Mathias and Lodowick. Anti-Catholic slander in the form of this amusing remark is one of the most well-known instances, exposing the friars' lecherousness and ruin of the penance system. Confession is a way of creating a compliant subject, whereas Western philosophers saw it as a means of obtaining social truth (Foucault, 1986). Because of his repeated references to confess and be hanged throughout the play, Marlowe makes it clear that those who make a confession will face the consequences of their actions, which in this case is death. Because of Pauline doctrine, which relates law and death is ironic. After Bernardine reveals Abigail's confession, he is slain by Ithamore and Barabas, who accuse Barabas of murder. In Bernardine's words, he is first degraded, then condemned and last delivered to the flames.

As his given name implies, Jacomo is most likely a Blackfriar of the Dominican order. Friar Lawrence in *Romeo and Juliet*'s portrayal of the Franciscan virtue of deep self-denial symbolizes the Franciscan virtue of profound self-denial in his work as a friary who travels barefoot. This is an example of what Agamben (2013) calls "the ultimate poverty" of the Franciscans: a monastic existence in perfect compliance with the rule or liturgy to the point that life is lost in monastic rule. He hypocritically shows this. It's clear from the way he lives that he isn't subject to any secular government-imposed norms or restrictions on his civic rights. Agamben (2013) refers to cenobitic existence as "homo sacer," a figure of lives that have been exiled from the political and social arenas as a result. During the trial, Jacomo tells Barabas and Ithamore, "Villains, I am a holy person, do not touch me," which is a declaration of a different legal status outside from secular power (Marlowe, 1971). While he seems to live a monastic life, his cenobitic self-denial is nothing more than a charade. The city's justice and criminal institutions thus have authority over him. A clergy member's legal standing is described in the following manner:

Pilia-Borza.

Upon mine own freehold, within
 forty foot of the gallows, conning his
 neck-verse, I take it, looking of a
 friar's execution, whom I saluted
 with an old hempen proverb, 'Hodie
 tibi, cras mihi', and so I left him to
 the mercy of the hangman: but, the

exercise being done, see where he
 comes (Marlowe, 1971).

The Turk Ithamore, not the friar, was reciting the so-called "neck poetry" when Pilia-Borza informs us about Jacomo's murder. To avoid the death penalty, someone with ecclesiastical training may learn and memorize a Latin translation of Psalm. Ben Jonson's murder of Gabriel Spencer provided a loophole for educated male murderers, and that he barely escaped being hanged because of it (Riggs, 1989). Maltese authorities safeguard churchmen from prosecution by enabling them to engage in religious activities without fear of prosecution. For convents that were established outside a city's secular hierarchy, this kind of exemption from the state's legal jurisdiction is not trivial in terms of their geographic locations.

It is not known if Jacomo wasted this chance to appeal or, as a fake and corrupt friar with limited clerical knowledge, he was unable to recite even the neck verse, he confesses and is hanged in the end. To deny his religious affiliation would put him in the hands of the secular order, something he refuses to do. With many conflicts and in-between-states situations occurring, the new Tudor state was designed to restrict clergy's benefits. Although it was a political objective of the Reformation, one of which was to integrate the church and the state's legal authority, the Tudor state's monopoly on punitive power was a stumbling block. It is a satire of monastic exceptionalism that Marlowe's play has a Turk tying a knot in the neck poetry since the Elizabethan Parliament, in particular, restricted clerical benefits with the legislation of 1576 (Elton, 1986). London's advantages were gradually eroding outside of the city as a consequence of this occurrence. Post-Reformation London, as shown by Marlowe's fictitious Malta, was a place of Catholic privilege that was gradually subsumed by the local hierarchy. When it comes to Marlowe's tale, Catholics are more Machiavellian than Jews, while friars are equally harmful to society. Friars, unlike cloistered monks, were able to live both an extramural and an intramural Christian life without difficulty. Cenobitism, according to Marlovian imagination, should be removed since it creates a gap between the city and its surroundings that is hazardous.

In any case, the greatest paradox is that this kind of reformation is carried out only by Jews. Barabas lays forth his strategy:

And, Governor, now partake
 my policy.

First, for his army: they are
 sent before,

Entered the monastery, and
underneath
In several places are field-
pieces pitched,
Bombards, whole barrels full
of gunpowder,
That on the sudden shall
dissever it
And batter all the stones about
their ears,
Whence none can possibly
escape alive (Marlowe, 1971).

Ferneze mentions that the house was burned and destroyed and all men are killed. However, Barabas' scheme was carried out. Both an entire monastery and Ottoman army are destroyed at the same moment. We've already seen the Jewish civility in action when Barabas' deception leads to the Turks being escorted beyond the city walls, where they all meet their end. At the beginning of the play, Malta was only semi-autonomous since it was alternating between Turkish colonialism and Spanish imperialism. Maltese authorities have imprisoned Calymath, the Turkish prince, as if he were an antigen. To maintain security in his community, even as commander of the invading affliction, he works tirelessly. The Protestant Reformation is intrinsically tied to the image representing the demise of a monastery. Barabas uses his own version of the gunpowder plot to devastate a monastery with devastating consequences. Disrupting a monastery with poisoned porridge is exactly what Barabas does in his vision of the Protestant Reformation coming to fruition.

Again, Marlowe's Mediterranean play shows a biopolitical crisis in a small city-state, with poison and disease acting as the discursive axis of this story. Detection is based on Paracelsus' approach since it detects a body that needs protection. Paracelsus, on the other hand, believes that the customary therapeutic method is out of date, as shown by the phrase *contraria contrariis curantur*, and that a scorpion's venom remedies scorpion poisoning, arsenic cures disease due to an elevation of the arsenal character in man (Pagel, 1982). However, the play is homoeopathic, with the Turks and the Catholics being eradicated by a third alien creature, the Jew. This play's logic is based on the Latin phrase *morte mortuos liberavit*, which means death liberates and means death enters the city.

IV. CONCLUSION

When it comes to the subject of city space, it's necessary to return to Foucault's ideas. He shows that in early modern

cities, the metropolis held a special place in the legal and administrative hierarchy because it was restricted within a small, walled area that served more than simply a military purpose. The city is a symbol of order and orderliness, but it should also be a symbol of power and sovereignty. A city's physical layout must thus take into consideration the free exchange of sound morals and the expressive discourse of great orators; it should also be a hub for educational institutions and academic research. A good road must be able to control and release miasmas and disease in order to operate properly, and this is a critical aspect of effective street design. If anyone is going to be a head of government, he/she is going to have to know how to discharge poisons and viruses correctly.

The purpose of Marlowe's design for a walled city on a Mediterranean island is to look at such a system of governance. Toxins and miasmas may readily enter Malta's mural enclosure, which is porous and easily breached. He does an excellent job of liberating them and returning the city to a state of normalcy and security, even if it is one that is somewhat reinforced than before. It was three centuries after Edward I issued an edict of expulsion for the Jews that Marlowe and Shakespeare both created plays depicting Jewish characters, yet their virtual Jews were written more than three centuries before the Third Reich's ethnic genocide. There are no walls that can protect Shakespeare's Venice, and Shylock's absence from the play's happy ending does not mean he's gone from the city. A Jew's Kindness is all that is left of Barabas after his death and disappearance from Malta. One of Marlowe's most notable accomplishments is his use of the medical language of homoeopathy to understand the absence of Jews from a Christian community through the lens of city walls that serve as the society's immunity.

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Municipal Services Performance Index for Hidalgo (MSPIH)

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Received: 14 Nov 2022; Received in revised form: 09 Dec 2022; Accepted: 15 Dec 2022; Available online: 22 Dec 2022

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Abstract— The action evaluation of the Public Administration emphasizes the compromise with the appropriate management and results; therefore, it is necessary to get the instruments that evaluate it. In Mexico, the inclusion of the evaluating process has been differentiated in the local area since heterogeneity of the municipal governments, and the capacities of the institutions have caused as a consequence that at this level there are no specific instruments that help the evaluating processes, in this way information becomes learning. In the case of performance, indexes can contribute to strengthening decision-making, because they are based on the information gathered from these instruments, so the results of actions are related directly to the increase in the quality of people's lives. The main objective of this article is to do a diagnostic evaluation of the public services of the 84 municipals of Hidalgo State. Consequently, in constructing the performance index, it was possible to identify through three sub-indexes the services with a greater supply. According to the literature checked, the reasons or motives that caused the public administrations to have better attention were explained through the identification of the generation of own resources, symbolic value, and the importance of taking care of the inhabitants' health with the correct benefit.

Keywords— evaluation, public services, municipal, performance index, use of information.

I. INTRODUCTION

During the last decades and because of the constitutional mandate in Mexico there have been incorporations within the evaluating processes of public administration, which have made the government use of adequate and efficient public resources. (Fernandez, 2002). Nevertheless, referring to Merino (2005) at a municipal level, there are wide discrepancies among the municipal governments that generate a problem in the institutional design impeding the implementation of effective processes of evaluation due to the lacking of the major tools, instruments, and personnel with technical capacities of the subject. As a result, there are few significant advancements related to that, hence facilitating the systematization of information is appropriate to a necessity in these levels, on account

accessing the knowledge allows making decisions based on the basis.

In this article, the concept of evaluation is not limited not only to generating evaluative information about the supply of public services, but also demonstrating that the information can be turned into learning, so that, the use of instruments like the Municipal Services Performance Index for Hidalgo (MSPIH) allowed to explain through a diagnostic evaluation the state of supply of the public services in its 84 municipals.

The institutional restructuring that resulted in the constitutional reforms implemented from the decade of 1980 to the decade of 2000, modified the foundation of the municipal since it gave it basis and legal certainty to the local governments as the supplier of public services (IDM, 1999; García, 2011; H. Congress of Union, 1978 & 2019).

As a consequence of that, the municipals were obligated to know better the needs of their inhabitants, in a way that the people in charge were responsible to attend them and providing those services as efficiently as others given by the levels of government. However, the empirical evidence has demonstrated that even though this attribution of functions and the substantial increase of resources still have trouble in the supply of public services in diverse territories (Broid, 2010; Cabrero, 2011; Moran & Ayvar, 2020).

For this article, the evaluation of public politics is defined as the generation of systematic information that by the use of tools originating from the Public New Management (PNM) let us know the condition of the public actions before, during, and after its implementation (Chica-Velez & Salazar- Ortiz, 2021).

It is suggested by Ortegon, Pacheco & Prieto (2005) who claimed that the data obtained gives the decision maker the chance to appreciate quantitatively and qualitatively the level of achievement in the goals of its management in terms of compromises, in that way the evaluations start showing the values of continuity, expansion, reduction, and eradication of an action taken with foundations established in the evidence authorizing that its utility will not be limited to the political will of the decision maker or administrative time of governments, instead of that, considering the use of its influence over public future actions taking into account legal, institutional and technical aspects. (Majone, 1997).

Apart from the foregoing, the concept of evaluation goes from theory to practice, changing it as a useful tool, that together with instruments such as the management index function as support to the public officials that is why both use efficiently the possibility of having evidence about the government performance through the use of information generated; being this as a different part to readjust or redesign the public actions taken in a specific moment. In consequence, the use of these instruments results in a key element for the process of deciding since they have as a result the upgrading of public management.

Performance Index¹ is important to take into consideration that the objective of this work looked for associating public services, in response to the problem

¹ Performance indexes are instruments that provide quantitative information on the performance and achievements of an institution, program, activity or project in favor of the population or object of its intervention, within the framework of its strategic objectives and mission.

faced in the municipals without knowing the situation in which they are. These instruments create quantitative information concerning a result in the supply of goods and services. At the same time, following the interpretation of the variables, this index also permits detecting which variables when matching giving as a result high or lower attention to the provision of some public services on the part of authorities.

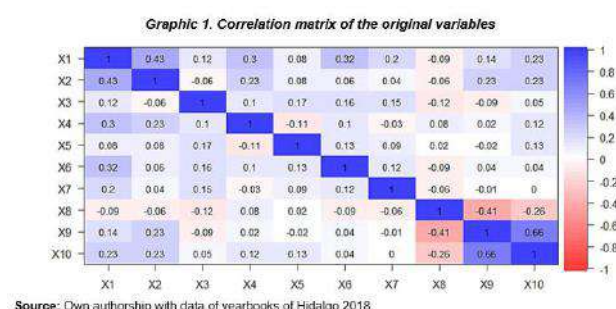
The public services must be regulated, insured, and controlled by the governing; due to the fact they represent a broad range of instruments and measurements with which the citizenship must develop its maximum human, economic, and social potential. Furthermore, as it is claimed by Duguit, 1921; Antunez, 2003 & Jaramillo, 2005, its provision corresponds to the governments through the implementation of a coordinated job to satisfy the basic needs and expectations of the population to rise their life conditions. All in all, is stated in Constitutional article 115; as well as, taking into account the tasks of organization, management, operation, construction, and evaluation of the services (NIFMD, 2019).

It is noteworthy that the methodology used for the elaboration of this article was qualitative; this is why by factorial analysis technique and the obtaining of a correlation matrix among the variables, it was determined by the factors that originated the Municipal Services Performance Index for Hidalgo (MSPIH) which proceed in the addition of Index of Drainage and Cemeteries (IDC); the Index of Drinking Water, Drainage and Streets (IDDS); and the Index of Wastewater, Parks and Drinking Water (IWWDW).

II. METHODOLOGY

Correlation matrix of the original variables

In the correlation matrix is observed some variables are correlated; so that, they can be grouped into factors (Graphic 1). There is a correlation X1 (Drinking water) con la variable X2 (Drain), as well as X10 (Pantheon service) con X9 (Trace service).



Source: Own authorship with data of yearbooks of Hidalgo 2018.

Calculation of factors

One of the key elements in the adjustment of the factorial modeling is that:

$$[\lim] \lim_{n \rightarrow \infty} (e^{-2n}) [\text{var}(e^{-i^2})] \sim 0; \text{ it is a good adjustment}$$

The first calculation result indicates that “3” of the factors are enough to explain the modeling, P-value is 0.884, and it is higher to 0.05, thus each one of the variables composed is analyzed. This modeling is meant to estimate the provision of public services in the municipals.

It is detected that variables X5 (Public lighting), and X7 (Cleaning and waste) will be excluded from the creation of the modeling. To have a better adjustment of the modeling, it is considered the uniquenesses of the variables that must have a “0” value, and if they are apart from this, and are close to “1” are not significant for the modeling, for this reason, X5 and X7 are not grouped in any of the three indexes (Chart 1).

Chart 1. Factorial Run with 3 factors

Call: Factorial(x = Ejemplo 2, factors = 3, rotation = "varimax")										
Uniquenesses:										
X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	
0.319	0.682	0.723	0.857	0.92	0.815	0.894	0.765	0.905	0.353	
Loadings:										
	Factor1	Factor2	Factor3							
X1	0.103	0.791	0.339							
X2	0.166	0.989								
X3			0.523							
X4		0.977								
X5			0.282							
X6		0.226	0.365							
X7		0.303	0.308							
X8	0.450		-0.176							
X9	0.981	0.113	-0.139							
X10	0.656	0.193								
	Factor1	Factor2	Factor3							
SS loadings	1.639	1.170	0.750							
Proportion Var	0.164	0.117	0.075							
Cumulative Var	0.164	0.281	0.356							

Test of the hypothesis that 3 factors are sufficient:
The chi-square statistic is 11.25 on 18 degrees of freedom.
The p-value is 0.884.

Source: Own authorship with data of yearbooks of Hidalgo 2018.

Interpretation and designation of the factors

To construct the index (MSPIH), it was necessary to name the factors concerning the variables which were part of, so the first factor was named Index of Flea Markets and Cemeteries (IFMC) since it is associated with the variables X9 (Trace Service) with a weight of 0.981 and X10 (Cemetery service) with a weight of 0.656 (Graph 2). This factor explains 16.4% of the total variability, which is equivalent to 46.06% of the variability of the three factors.

As a way of establishing the relationship among these variables, first, we have to comprehend the corresponding necessities to each one. Firstly, In the case of trace service, the activity not only limits the sacrifice of animals but also the importance of creating hygienic and sanitary conditions that all of this could cause future expenses in other aspects like health or economic ones to regulate the introduction of animals and the revenue acquired to commercialize and take advantage of sub-products derived from animal slaughtering, which originate a considerable

growth in the flow of the local economy (Fernández, 2021).

Secondly, the Pantheon service or known as Cemetery is different from the Trace service since it has a symbolic value, seeing that it contains spaces in which traditions, uses and customs take place (Espinoza, 2019).

Nonetheless, the growing and necessary sanitary regulation caused by inhumations, exhumations, graves, crypts, and vaults looked for avoiding the spread of diseases due to its bad administration has increased the attention shown by the councils to this service, with the intention of not originating future expenses in other areas like medicine (Vázquez, 2021). In both variables, the common factor is the care of the health in the population through the sanitary regulation of the trade and pantheon services, which can explain the relationship as an index factor, although we must not forget other relevant aspects of value that also represent these services to the inhabitants.

The Second factor was named Potable Water, Drainage and Streets Index (PWDSI), it is associated with the variables X1 (Drinking water service) with a weight of 0.791, X2 (Drainage service) with a weight of 0.539, and X4 (Street quality) with a weight of 0.539, and X4 (Road quality) with a weight of 0.791. (Chart 3). This factor illustrates 11.7% of the total variability, which is equivalent to 32.86% of the variability of the three factors.

Referring to the variables, both are related to potable water and drainage services, which altogether represent a fundamental pillar in the development of people's quality of life, for the reason that correspondence with health, growth, and the development of health, in turn, these services satisfy the basic needs of the daily life of the population and as well as its biological existence.

Under the information mentioned in the literature, corresponding to the Street quality that is also part of this factor, it is important to mention that street paving produces positive impacts over other variables within households, which can be explained as a cost-benefit in the service supply (González-Navarro & Quintana-Domeque, 2016).

In the first case, both variables have a common factor, the vital value to the municipals. Also, in the words of Aguilar & Monforte (2018) represents a natural monopoly since competence is technically impossible because would imply the overlapping of water and sewage networks bringing the unnecessary rise of expenses to the municipals.

Regardless, the relationship that has with the variable of street quality is that all common factors are reduced because of the infrastructure improvements, connexion in

households to the distribution of water nets and/or drainage reducing the transmission of stomach illnesses. While street paving can be improved in the economic sector in disadvantaged areas.

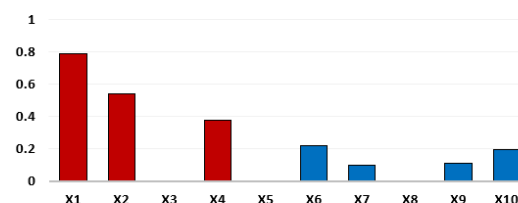
The third factor was named as Wastewater, Parks, and Drinking Water Index (WSPDWI) it is linked to the variables X3 (Wastewater treatment) with a weight of 0.523, X6 (Parks and gardens) with a weight of 0.365 and X1 (Drinking water) with a weight of 0.339. (Chart 4). This factor explains 7.5% of the total variability, which is equivalent to 21.06% of the variability of the three factors.

It is relevant for the municipals to implement wastewater treatment, given that the activity is performed with greater efficiency incrementing human well-being, and reducing the levels associated with the diseases of stomach bacteria (Saneamiento, 2022). Another value offered by this service is the potential to mitigate water shortage through the safe use of wastewater for irrigation initiating lower costs to medical attention, more productivity, and fewer premature deaths to inhabitants. Moreover, drinking water service is viewed as a resource that brings secure nutrients to food production, and its main purpose is to feed the growing populations, especially the urban ones. In addition, the implementation of daily activities related to food and hygiene.

The park and garden service is a key factor because of different aspects which include: the management of quality of life in the municipals regulated by the temperature and humidity of these spaces; absorption of pollutants and amortization of noises, causing a domestic economic spillover that stimulates the informal micro-economy, and which are part of cultural activities because of the closeness to the centers and the identification that the inhabitants have with them. As a result, a symbolic value is retributed which gives relevance to its historical and equity dimension (Nogué & de San Eugenio, 2011).

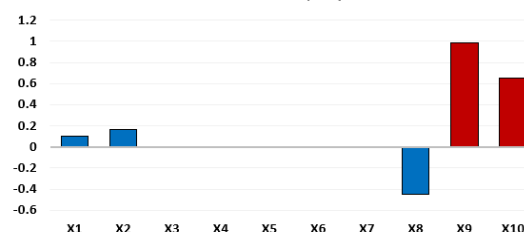
The common factor that this index has is the importance of increment of quality of life of the inhabitants throughout elements that are found in the environment, and with an appropriate administration produce optimal results to the development of the population, whether from economic, symbolic, or healthy aspects, minimizing future expenses on behalf of municipals in parts originating a bad usage and approach.

Chart 3. Second factor: Drinking Water, Drainage and Streets Index (DWDSI).



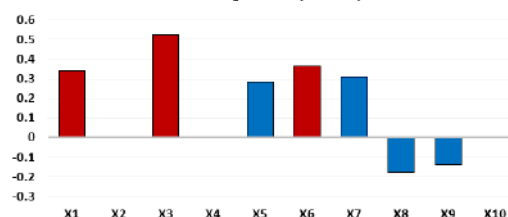
Source: Own authorship with data of yearbooks of Hidalgo 2018.

Chart 2. First factorial: Index of Traces and Cemeteries (ITC).



Source: Own authorship with data of yearbooks of Hidalgo

Chart 4. Third factor: Wastewater, Parks and Drinking Water (WPDW).



Source: Own authorship with data of yearbooks of Hidalgo 2018.

III. CONSTRUCTION OF MUNICIPAL SERVICES PERFORMANCE INDEX FOR HIDALGO (MSPIH)

The construction of the modeling regarding each municipal is part of Hidalgo State, will be the following:

$$E(\text{MSPIH}) = \text{IFMP} + \text{PWDST} + \text{WPDWI}$$

Where:

- E (MSPIH) is the expected value of the Municipal Services Performance Index for Hidalgo
- IFMP is the Index of Flea Markets and Pantheons
- PWDST is the Potable Water, Drainage, and Streets Index
- WPDWI Wastewater, Parks, and Drinking Water Index

That means that IFMP +PWDST +WPDWI are indicators that produce positive effects, implying the way they rise, the performance of municipal services will expand too.

The expected value of MSPIH keeps 35.6% of the total variability, that is to say, the addition of IFMP +PWDST +WPDWI tells that 35.6% of the Municipal Services Performance Index for Hidalgo (Chart 1).

Prediction of the phenomenon

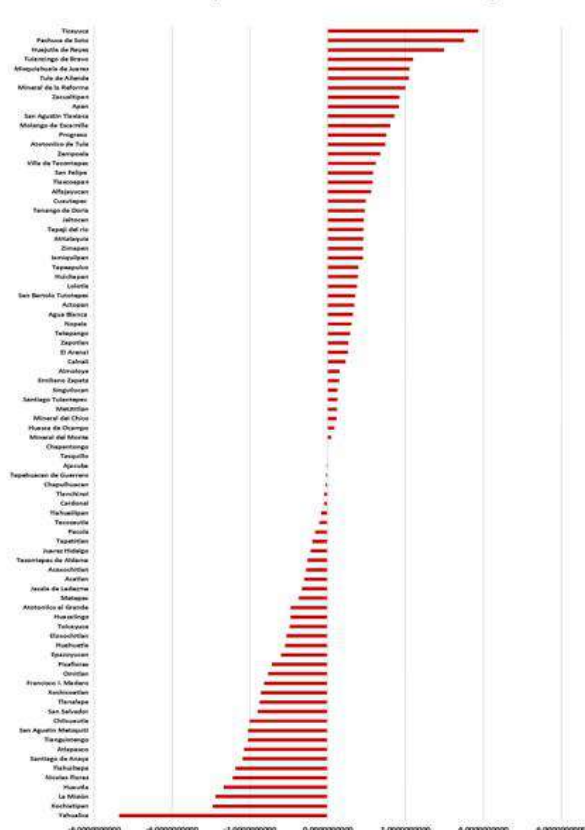
In chart 2, it can be observed that the municipal of Tizayuca has more IFMP, followed by WPDWI; the municipal of Pachuca de Soto has PWDST and IFMP; while Huejutla de Reyes has much more preference for WPDWI.

On one hand, in chart 5, it can be seen that the municipals of Tizayuca, Pachuca de Soto, Huejutla de Reyes, Tulancingo de Bravo, and Mixquiahuala de Juárez are the ones that have greater Municipal Services Performance Index for Hidalgo. On the other hand, the municipals that show a lower MSPIH are Yahualica, Xochiatipan, La Mision, Huautla, and Nicolás Flores.

Municipal	IFMP	PWDST	WPD	MSPIH
Acatlan	-0.680394134	-0.305325511	0.377181303	-0.603616142
Acaxochitlan	-1.035957525	0.435695394	0.032659982	-0.561350549
Aguililla	0.637059027	0.109097149	-0.045870321	0.682229259
Aguila Blanca	-0.396947337	0.102124999	0.941519428	0.66569309
Ajacula	0.308433149	0.150955506	-0.698163466	-0.03895702
Alfajayucan	-0.785495206	0.685780907	1.125283660	1.116238341
Almoloya	0.490358413	0.262905838	-0.390973301	0.350161337
Apax	0.751765605	0.863896996	0.212471933	1.828134735
El Arenal	0.371141517	-0.286582478	0.448171115	0.526348794
Atlatlaquahua	0.78977518	0.811331194	-0.698388038	0.918721664
Atlixco	-2.544601635	0.238265849	0.12053783	-2.154078003
Atotonilco el Grande	-0.373967636	-0.599441559	0.022260015	-0.95114917
Atotonilco de Tula	1.030437677	0.095054880	0.302552573	1.48508913
Cajalá	0.768153255	-0.555421309	0.235683851	0.463498787
Cardonal	-0.265829002	0.676849006	-0.503091415	-0.092079511
Cuautepec	0.063329118	0.835984834	0.096624251	0.97568593
Chapantongo	0.832515597	-0.039460838	0.02550349	0.828023514
Chapulilla	0.26889949	0.11993935	-0.430724327	-0.052331498
Chilcuautla	-0.061303035	-1.176737988	-0.739395056	-2.01231302
Chilochitlan	0.407862755	-1.159884300	-0.739179307	-1.061200552
Emiliano Zapata	0.49432648	-0.007097253	-0.589743287	0.297545398
Epazoyucan	0.985130056	-0.802711770	-0.899160399	-1.201505143
Francisco I. Madero	0.784938150	-1.245480400	-1.175425717	-1.638988907
Huasca de Ocampo	-0.309406266	-0.100144594	0.577670325	0.168139477
Huautla	0.831452396	0.135621271	1.246463207	-2.981395395
Huautla de Jimenez	-0.293925300	-0.902802065	0.302605513	-0.960650912
Huautla de Reyes	-0.770151466	-0.973797004	0.643247019	-1.100701452
Huautla de Soto	-0.238429370	1.578000876	1.256135438	2.999600944
Huixtla	-0.387138932	0.939289634	0.25711191	0.777862695
Ixmiquilpan	0.471958929	-0.26392785	0.677596302	0.904162346
Jacala de Ledezma	0.115515315	-0.477961138	-0.306889173	-0.667314995
Jaltocan	-0.193899257	-0.581185113	0.008813610	-0.792224615
Juarez Hidalgo	0.355767348	-0.606120099	0.002058469	-0.437846502
Lolotla	0.124414268	-0.032507237	0.651568451	0.753475482
Metepec	-0.193899257	-0.581185113	0.008813610	-0.792224615
San Agustín Metzquititlan	-0.312779212	-0.73748367	-0.00631286	-2.043005139
Metzquititlan	-0.170452530	-0.032047392	0.440500008	0.240500905
Mineral del Chico	-0.375494958	-0.001081309	0.671977329	0.233396732
Mineral del Monte	0.911411583	-0.83785349	-0.012403394	0.08222384
La Mision	-0.312779212	-0.73748367	-0.00631286	-2.043005139
Mixquiahuala de Juárez	0.894038770	0.649966531	0.552796003	2.099821394
Molango de la Camella	0.078923410	0.624797322	0.336479397	1.6093688
Nicolás Flores	-1.808365006	-1.106115388	-0.534086397	-3.448447558
Nogales	-1.633459507	-0.615812203	1.167373707	0.620038451
Omitlan	-0.166864657	-1.394559837	0.039248114	-1.53215818
San Felipe	-0.077409929	0.393921785	0.847143394	1.1635525
Pacula	-1.144023888	-0.461102394	1.052149080	-0.222958902
Pachuca de Soto	0.981091560	1.237234118	-0.146054573	3.503721105
Pixtla	-0.080483324	-1.275378065	-0.078194362	-1.440520732
Progreso	0.672929597	0.605260044	0.043124027	1.505857668
Mineral de la Reforma	0.968567388	0.992570594	0.031703193	1.994947925
San Agustín Tlaxiaca	0.721265238	0.714881836	0.735792066	1.7218734
San Bartolo Tlotepec	-1.203008974	0.660802392	1.255470919	0.713322373
San Salvador	0.469912322	-1.281659908	-0.989933887	-1.802111478
Santiago de Anaya	-0.271727857	-0.091663512	-1.837204221	-2.38002489
Santiago Tlaxiaca	0.781375119	0.200342938	-0.736136732	0.247388005
Singuilucan	0.34687284	-0.376600033	0.281357987	0.250570394
Tehuacan	-0.265709712	0.007553397	0.230309897	-0.013765198
Tehuacan de Soto	-0.238020496	-0.380792303	0.430138172	-0.213564835
Tenango de Doria	0.13688681	0.132776100	0.630258422	0.960436203
Tepeapulco	0.782593037	0.790229902	-0.738749124	0.794077875
Tepehuacan de Guerrero	0.620571215	-0.470010915	0.030313419	-0.041311300
Tepejilillo de Soto	0.365045529	0.705658996	-1.49033372	0.921131053
Tepehuan	0.074753784	-0.503814078	0.046538908	-0.388522386
Tepepan	0.05024279	0.599021806	-0.627575318	0.58107767
Villa de Tezontepec	1.031794216	-0.035999593	0.286477834	1.25765247
Tezontepec de Aldama	0.488274021	-0.127138351	-0.837998757	-0.519853087
Tianguistenco	-0.448820153	-1.386345759	-0.20048707	-2.045214639
Tizayuca	1.031794216	-0.035999593	0.286477834	1.25765247
Tlahuelilpan	0.751194612	-0.005483000	-0.856513393	-0.170861350
Tlahuapilla	-0.946964707	-0.708376829	-0.602502717	-2.37056423
Tlanahuapilla	0.705483458	-1.449958594	-1.011517904	-1.75599204
Tlanahuapilla	0.62892608	0.163387191	-0.330447552	-0.083068752
Tlaxiaca	0.943093272	0.135895637	0.075218672	1.155037581
Tlaxiaca	1.35285340	-1.626435012	-0.479502117	-0.973084696
Tula de Allende	0.703093085	1.115507789	0.708313229	2.087120864
Tulancingo de Bravo	0.62892608	0.230529482	-0.73370518	2.19109936
Xochiatipan	-2.943997615	-0.092047020	0.078190407	-2.958654838
Xochiatipan	-0.00981151	0.070881638	-1.772055008	-1.709895002
Yahualica	-0.075487675	0.310856575	-1.59050568	-1.354865858
Yauhualica	0.90809654	0.187951128	0.733411301	1.840745983
Zapotlan	0.02161092	-0.05725839	-0.321738694	0.528705889
Zempoala	0.895317112	0.276287599	0.176300495	1.34890501
Zimapan	-0.039354101	0.366860796	0.581104087	0.90884028

Source: Own authorship with data of yearbooks of Hidalgo 2018.

Chart 5. Municipal Services Performance Index for Hidalgo.



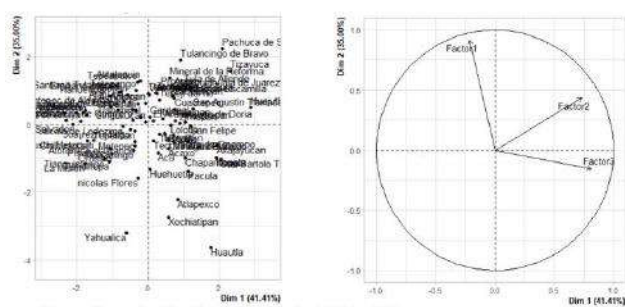
While observing the rotation of the factors, (the PWDST) Potable Water, Drainage, and Streets Index, this last one has a greater reach in the municipals such as El Arenal, Cardonal, Zimapan, Tenango de Doria, Cuauhtepic, Tepeji del Rio, San Agustín Tlaxiaca, Molango de Escamilla and Mixquiahuala de Juárez. Even so, the municipals Tulancingo de Bravo, Progreso, and Pachuca de Soto showed important results to PWDST, but not as previously mentioned.

On one side, the PWDST (Potable Water, Drainage, and Streets Index) has had great importance, for example, Tecozautla, Alfajayucan, San Felipe Orizatlan, Lolotla, Metepec, Huasca de Ocampo, Acaxochitlan, Acatlan, Chapantongo, San Bartolo Tlotepec, and Pacula. On the other side, the municipals such as Atlapexco, Xochiatipan, and Huautla have tried to be part of the PWDST, but they still have not done that as previously mentioned.

In the (ITC) Index of Trace and Cemeteries, the municipals which provide great importance are the following: Atlatlaquahua, Tepeapulco, Ajacula, Tezontepec de Aldama, Singuilucan, Tlanhuapilla, Tlahuelilpan, and Epazoyucan. The quadrant in which there is not any factor in the municipals not given importance to the indexes of ITC, PWDST, and WPDWI are San Salvador, Jacala de Ledezma, Juarez Hidalgo, San Agustín Metzquititlan, Metepec, Atotonilco el Grande, Omitlan, Tianguistenco,

and La Mision. To conclude, the municipals are farther from the three factors that are part of MSPIH (Chart 6).

Chart 6. Map of individual factors



Source: Own authorship with data of yearbooks of Hidalgo 2018.

Validation of the modeling

As it has been mentioned throughout this article, to implement the total adjustment of the modeling, there were only 3 needed factors, so the hypothesis is the following:

Ho: Factors =3 vs Ha: factors \neq 3

Si P-value > 0.05 \rightarrow it is accepted Ho

Through the output in R to calculate the common factors, it can be observed that P-value > 0.05, accepts Ho, therefore, with the three factors can be created MSPIH and foresee the performance of the municipal services for Hidalgo (Chart 3).

The expected value of the factors must be zero $E(f_i) = 0$. Based on chart 4, it is seen the average of the three factors of zero, this assumption is fulfilled.

Chart 3. Evidence of several factors

Test of the hypothesis that 3 factors are sufficient.
The chi square statistic is 11.25 on 18 degrees of freedom.
The P-value is 0.884

Source: Own authorship with data of yearbooks of Hidalgo 2018.

Chart 4. The expected value of the factors

	IFMP	PWDST	WPD
Min	-4.0755	-1.65644	-1.81720
1st Qu.	-0.3102	-0.50975	-0.54300
Median	0.1513	-0.02728	0.04393
Mean	0.0000	0.0000	0.0000
3rd Qu.	0.7148	0.46978	0.47124
Max	1.1629	3.23723	1.29644

Source: Own authorship with data of yearbooks of Hidalgo 2018.

With a level of confidence of 95% and with a margin of error of 5%, the modeling can be applied since it fulfills the assumptions of inference, as well as it has an adjustment of 35.6%.

IV. CONCLUSION

In a conclusion, the following aspects are emphasized. First of all, the legal weight that the municipal has about the provision of public services that are established in the Constitution since those must have certain juridic and special characteristics, and without those, we could run the risk of distorting and not achieving its function. It is important to say, that this was the element that was considered to create Municipal Services Performance for Hidalgo (MSPIH).

Secondly, as claimed by Ariño (1968) "public service was a progress and socialization instrument, especially in poor states, to which allow them to have a better situation for everyone". If it is not a recent definition, its elements are still in force currently, which is why they have a relationship with the benefit obtained by the population in general, but particularly the advantages acquired by the most vulnerable groups who have access to those. In this sense, public services can be identified, whose main objective is to satisfy the necessities and interests of a general nature, and whose nature corresponds to the assumption of activities that require the control of the statal authority, emphasizing the following aspects:

- Since the public service must be according to the legal regulations, it must have regularity.
- It must exist the necessity, that means the satisfaction provided to the population without people demanding that.
- The technical activity needs to be planned, budgeted, regulated, monitored, and controlled.
- The statal intervention, because just through it it can create, submit to the juridic regime which let us assume its essential features.

The phenomenon studied has had as its main objective to comprehend which are the characteristics that the variables related to public services, and which permit relating among themselves. Because for MSPIH local governments had the result to focus more attention on the variables with public services that have lower attention, and together they can be checked through the logic about the development of the inhabitants to the municipal level, taking as reference the appropriate implementation of the public services.

The growing necessity of the municipals to know about the state of their actions has become a priority task, since generating and implementing instruments that show information that allow us to make decisions based on the basis, and whose result is incrementing the evaluative culture that let us obtain, generate, and use the information to avoid that the most vulnerable continue being the

inhabitants, leading to the creation of good governments.

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Critical Assessment of Poetry of Philip Larkin

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Received: 19 Nov 2022; Received in revised form: 12 Dec 2022; Accepted: 17 Dec 2022; Available online: 22 Dec 2022

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Abstract— In the year 1922, Philip Larkin was born in Coventry, which is located in England. In addition to finishing with First Class Honors in English, he received his Bachelor of Arts degree from St. John's College, Oxford, where he also became friends with the author and poet Kingsley Amis. After completing his undergraduate degree, Larkin went on to pursue professional courses in order to become a librarian. He began his career in Shropshire and Leicester, continued it at Queen's College in Belfast, and ended it as the librarian at the University of Hull. He worked in libraries the whole of his life. Not only did Larkin produce volumes of poetry, but he also wrote and published two novels, *Jill* (1946) and *A Girl in Winter* (1947), as well as jazz music criticism, essays, and review articles. The latter were compiled into two books: *All What Jazz: A Record Diary 1961-1968* (1970; 1985) and *Required Writing: Miscellaneous Pieces 1955-1982*. Both were published in 1970 and 1985 respectively (1984). Before his death in 1985, he was considered by many to be "England's other Poet Laureate." He was one of the most well-known poets to emerge from England in the decades after World War II. In point of fact, when the post of laureate became available in 1984, numerous poets and critics advocated for Larkin's election to the position; nevertheless, Larkin chose to stay out of the spotlight.

Keywords— Philip Larkin, World War II, Shropshire and Leicester.

I. INTRODUCTION

1.1 OVERVIEW

Philip Arthur Larkin was born in Coventry, England, in 1922, and passed away in 1985. He was a prolific contemporary writer. It was his father, Sidney Larkin, who served in the role of treasurer for the Coventry city government. Despite the fact that Larkin was born into a wealthy and aristocratic family and had access to a wealth of opportunities and experiences throughout his formative years, he recalls his boyhood as "a forgotten monotony." He often used negative language due to his gloomy outlook on life. He says that his time spent at school was completely unremarkable. The culminating high school test that Larkin took was successful for him, and he received honours in the fields of history and English. He enrolled at Oxford University in 1940, and graduated with a graduate degree and a first-class standing from that institution in 1943. During the Second World War, he sought employment in the military but was finally successful in obtaining a position as a librarian at the public library in Wellington,

New Zealand. Finally, in 1954, he was given a job at the University of Hull in the same role, and he stayed in that position until the day he passed away. At the age of fifteen, he began his career as a writer. The majority of his poems have a gloomy tone that permeates the whole piece. He discusses the unfavourable parts of life, such as being alone, becoming ill, and eventually passing away. The predominant themes in his poems are feelings of despondency, loss, exhaustion, and disillusionment.

The major features of Larkin are his pessimistic temperament and his voice of defeat, yet we can't ignore the fact that he has a sense of humour. He begins his writing career as a writer, but ultimately, it is his poetry that brings him fame. After the publication of "North-Ship" in 1945, "The Less Deceived" in 1955, "The Whitsun Weddings" in 1965, and "High Windows" in 1975, he goes on to write three more books in quick succession (1974). He was presented with the Queen's Gold medal in 1965, and he also has honorary doctorates from a number of universities located in the United Kingdom. The position of Poet

Laureate was extended to him. Larkin valued seclusion and loathed travel. His poetry investigates contemporary perspectives on topics such as labour, pleasure, love, and death. In addition, the realities of post-war England are reflected in his collections of poetry. Both "Going" and "Wedding Wind" were poems that illustrated the harm that had been done to the old religious rites and rituals that were practised in Britain. The poem "At Grass" was meant to represent the decline of Britain's former splendour. Larkin's animal stories may be found in his poems "At Grass," "Wires," "Myxomatosis," and "Toads," among others. In his poem "Church Going," he emphasised the viewpoint that the faith and religion may go, but the spirit of the tradition would live on forever. Larkin believed in love and sex, but he didn't believe in marriage at all. The book "The Whitsun Weddings" demonstrated how the social and cultural milieu of England was changing at the time it was written. Both "Here, Mr. Bleaney" and "Dockery and Sons" were poems written by him that made it very evident that the motivating drive aspires for a life free from alienation. The poem "Here" went from night to day and from an industrial setting and busy roadways to open fields and pastures as it progressed.

1.2 PHILIP LARKIN

In the year 1922, Philip Larkin was born in Coventry, which is located in England. In addition to finishing with First Class Honors in English, he received his Bachelor of Arts degree from St. John's College, Oxford, where he also became friends with the author and poet Kingsley Amis. After completing his undergraduate degree, Larkin went on to pursue professional courses in order to become a librarian. He began his career in Shropshire and Leicester, continued it at Queen's College in Belfast, and ended it as the librarian at the University of Hull. He worked in libraries the whole of his life. Not only did Larkin produce volumes of poetry, but he also wrote and published two novels, *Jill* (1946) and *A Girl in Winter* (1947), as well as jazz music criticism, essays, and review articles. The latter were compiled into two books: *All What Jazz: A Record Diary 1961-1968* (1970; 1985) and *Required Writing: Miscellaneous Pieces 1955-1982*. Both were published in 1970 and 1985 respectively (1984). Before his death in 1985, he was considered by many to be "England's other Poet Laureate." He was one of the most well-known poets to emerge from England in the decades after World War II. In point of fact, when the post of laureate became available in 1984, numerous poets and critics advocated for Larkin's election to the position; nevertheless, Larkin chose to stay out of the spotlight.

Larkin was able to earn praise despite the fact that he only produced a little body of work, which consisted of just over

one hundred pages of poetry distributed over four slim volumes and published at approximately ten year intervals. These collections, especially *The Less Deceived* (1955), *The Whitsun Weddings* (1964), and *High Windows* (1974), present "a poetry from which even people who distrust poetry, most people, can take comfort and delight," as stated by X.J. Kennedy in the *New Criterion*. Larkin employed the traditional tools of poetry—rhyme, stanza, and meter—to explore the frequently unsettling or terrifying experiences that are thrust upon common people in the modern age. As noted by Alan Brownjohn in *Philip Larkin*, the poet produced without much ado "the most technically brilliant and resonantly beautiful, profoundly disturbing yet appealing and approachable, body of verse of any English poet in the last twenty-five years." Larkin's work has been called "the most technically brilliant and resonantly beautiful".

II. LITERATURE REVIEW

S., Savitha (2021) The modernist poets wanted their work to be taken seriously by readers. They had the impression that the contemporary era was disjointed and that it included a variety of facets. If they were going to be given in the form of poetry, then the language of poetry needed to be able to convey a sense of fragmentation and multitudinousness. Therefore, they shattered and shattered the language. They made use of literal metaphors. In their poems, they aimed to capture the irrational quality of existence, which was their purpose. Because of this, they made their poems incomprehensible. Allusions to older works of literature and history were used in order to convey both a sense of continuity and a sense of break with the past. Their poetry was notoriously difficult to understand due to these traits. Yeats, Eliot, and Auden are examples of modernist poets who expected their readers, if they were serious about what they were reading, to put in the effort to figure out what they were trying to say.

Mason, Emma (2021) This editorial serves as an introduction to the special issue that is based on the proceedings of the symposium entitled "Peter Larkin: Poetry, Phenomenology, and Ecology," which was held on April 26, 2017, at the University of Warwick. In addition to that, it contains the first and most up-to-date list of all of Larkin's published and unpublished poetry as well as his prose compositions.

Ubeid, Ahmed (2020) It is the opinion of a great number of academics and researchers that the poetry of Philip Larkin is interesting to the reader since it can be readily comprehended and is extremely accessible to the general population. As a reader, I find myself really struck by the subject problems that Larkin explores, particularly the idea

of time. The portrayal of life as a series of happenings and experiences that unfold over the course of time has been Larkin's primary goal throughout his writing career. Larkin (1922-1985) is a poet who is known for his insistence on focusing his primary concern toward the average man. This demonstrates his distinct difference from the interests of other poets, such as T.S. Eliot's obscurity, W.H. Auden's socialist ideology, Dylan Thomas' romantic surrealism, etc. This research throws insight on Larkin's perspective on time, particularly with regard to time's unending progression and unbeatable capabilities. It will make an effort to concentrate on the straightforward imagery that Larkin employs by using language that is highly introspective and straightforward. In order to offer this research, reader response theory of criticism has been used. The reader's familiarity with and experience with the literary work provide the foundation for the hypothesis. It places the responsibility for determining the meaning and interpretation of any text with the reader. Without a reader who can debate, question, and ultimately value what the author has written, the book has no meaning.

Malkawi, Suhaib (2020) This article provides a cognitive and stylistic study of Philip Larkin's poem "Talking in Bed," focusing on the language functions that assist the reader in the process of creating meaning from what they have read. In the poem, the protagonist has an epiphany about the truth in the last moments of a prolonged contemplation. This epiphany sheds light on the reason why he is lying in bed next to his spouse, utterly unable to voice a single word. In the end, it appears to him that telling the truth is absolutely necessary for healthy human interactions. This article reflects an attempt at textually interpreting the poem in a complete manner. It draws on tidbits of information from a variety of disciplines, including philosophy, psychology, linguistics, and literature, in an effort to provide a full interpretation of Larkin's poem. The purpose of this is to provide further evidence of the speaker's realisation, which is that the expression of truth is an essential component in a healthy relationship, and to provide an understanding of the stylistic technique that Larkin uses the most, which is the linguistic deviation that he typically employs by the end of his poems. Both of these goals are intertwined. I contend that the author of this poem intentionally left the ending of the poem open to interpretation in order to make an intellectual effort at empathetically conveying to the reader the sensation of meaninglessness that the persona experiences throughout the poem.

III. PHILIP LARKIN'S CONCEPT OF TIME AS PROJECTED IN HIS POETRY

Philip Larkin is often considered to be the most significant poet of the contemporary age. This is due to the fact that the ludicrous sensitivity of the post-war era is most clearly reflected in his body of work. Larkin is a poet who does not delight more than other men in the spirit of life that is in him; rather, he rejoices less than other men than he does in the spirit of life that is in him. English poetry has never been more consistently ignored as it is with Larkin. He came just in time to mix in with the disaffected young of the Second World War, which was a fortunate circumstance. His contemporaries were looking for love among the ruins, as depicted in "An Arundel Tomb," and he found nothing to romanticise about the past, as shown in "I remember." He found no religion in churches, as shown in "Church-Going." He found no love among men, as shown in "Faith-Healing." He found nothing to romanticise about the past. The themes of self-deprecation, sexual defeat, and decay are prevalent throughout Larkin's work. He is the antithesis of romanticism and hyperbole. He is very honest, and this integrity shines through in a way that is quite lovely in his poems. When he writes, he uses a vocabulary that is not only clear and easy to remember, but that is also powerful and natural. The breadth of Larkin's writing is quite restricted, and it is often characterised by a disgust that is passively resigned toward current reality. His is the poem of an outsider who is at once perplexed, half-pitying, and half-despising the second and third-rated standards in all that he witnessed in the world around him. Everywhere he looked, he found nothing but self-deception and compromise. It is both about himself and about life in general that he writes in "Dockery and Son" that the first stage of existence is "boredom." The fact that Larkin makes the sterile world bearable and demonstrates that it is possible to face it with elegance and tenderness is what makes him so endearing to others. Larkin is straightforward and passive, in contrast to some of his contemporaries such as Donald Barthelme, Robert Lowell, Samuel Beckett, and Harold Pinter. He does not exhibit hysteria, pretensions in mockery, dramatic grandness, fierce sardonicism, or keen honesty. Because he is aware of their ineffectiveness, he does not attempt to take on the Goliath of the Void by hurling stones of fancy, technological brilliance, or angry jokes. And what he offers is not a "world beyond," but rather a "life right here" that is devoid of libido, passion, and the evident transvaluation of creative potential. The depiction of life as it really is given with integrity by him.

IV. THE MAKING OF THE POET

According to Seymour Smith F., who works for An English Library, "no current literature in the world surpasses English poetry and poetic theatre, and maybe none equals

it." As a result of the fact that Anthony Thwaite and Roger Day have referred to Larkin as "a top-selling and well appreciated poet," it is not difficult to see why he is regarded as one of the best living poets now composing their work in the English language. In the crowded field of contemporary poets, such as John Betjeman, Seamus Heaney, Douglas Dun, Tony Connor, Elizabeth Jennings, Norman Nicholson, Ted Hughes, and Sylvia Plath, Larkin stands out as a prominent figure. Although Larkin is current in terms of the subject matter he writes about, he is traditional in terms of the manner he writes in; he is sometimes thought of as one of the Movement poets, although he disputes this; he is the most pessimistic of all modern poets. In this chapter, I made it my goal to depict Larkin in such a way that the reader would not need any previous knowledge or further guidance to traverse the poet's numerous sides and complexities.

About the life of poet and librarian Philip Larkin, there is not a great deal that can be said. Even though he did not get married, he seldom travelled outside of the United Kingdom, he did not give any public readings of his work, and he was quite nervous whenever he had to talk in front of a group of people. In a letter, he expressed his current perspective on himself, writing, "I now consider myself as a freak and a failure, and my entire life as a farce." To the best of my knowledge, the majority of individuals have employment that serve to insulate them from the harsh realities of their personal life. A pessimistic wit would claim that autumn and winter are superior than summer and spring since "they aren't designed to be joyful, is it?" [5]. When questioned about his character as a grumpy hermit, he ruefully admitted that it was just as much of a fake as appearing in public, but it was a great deal more comfortable. Even so, he counted among his friends a sizable number of people, the majority of whom praised him for his thoughtfulness, kindness, and sometimes humour. The fact that this dismal, self-deprecating attitude belongs to one of the greatest English poets of all time contributes to our interest with it.

4.1 THE NORTH SHIP

Philip Larkin's first collection of poetry, titled "The North Ship," was published in 1945. It included poems that the author had written between 1943 and 1944. The majority of the poems in this collection are considered to be derivative works, which is consistent with the common perception that the poems included in this book are only appropriate for juvenilia. In 1966, Faber & Faber Limited undertook the task of reprinting the collection.

Both W.B. Yeats and Vernon Watkins may be observed to have had an impact on the writing of 'North Ship,' which displays Yeats' style, attitude, and poetic qualities as well as Watkins' transcendentalism. In 1943, Vernon Watkins gave

a presentation to the Oxford English Club. Larkin was present, and the event left an everlasting mark on him as a result of his participation. Although he did not like Watkins' poetry, he had a great deal of respect for the poet and shared his enthusiasm for the works of Dylan Thomas and, above all, W.B. Yeats. The majority of *The North Ship* sounds and feels like a parody of Yeats, and it has little to offer other than music that is patently derivative. It is possible to trace the influence of Auden in poems such as "Conscript." Larkin mostly absorbed associational tactics from Dylan Thomas, despite the fact that this had a little effect.

The poems included in 'The North Ship' are obviously Yeatsian in terms of the themes, perspectives, and styles that they explore. The themes of morality, love (or rather, lovelessness), sex, and art appear throughout Larkin's later poems, where they are treated with more maturity than in his earlier works. Larkin's Yeats, on the other hand, is the early Yeats and not the Yeats of "The harsher, last poems," as the author notes in the prologue to the book. The general tone of the book, as well as the importance of the poem "The North Ship," which serves as the collection's title. The 'North Ship' journeys north, crossing a perilous and frigid sea under the direction of 'a fire-spilling star,' and ultimately arrives at 80 degrees north, where the 'drunken boatswain' sings, 'A woman has 10 claws.' This tale, which is recounted in a sequence of five poems, depicts the sexual dilemma that Larkin was having. "The poem's dreamlike picture of faraway coldness blending with sexual anxiety reveals how Larkin employed Yeatsian paradigm to externalise and mythologize his own psyche," contends Andrew Swarbrick in his analysis of the poem. "The poem's dreamlike picture of faraway coldness blending with sexual anxiety"

4.2 THE LESS DECEIVED

"The Less Deceived" is comprised of 29 poems that have been arranged "with care" to mirror Larkin's own preference of order for the poetry found in his volumes. *XX Poems*, a privately produced collection that was released in 1951, marked the beginning of the mature Larkin's emergence, and *The Less Deceived* established without a reasonable doubt that he had arrived (which featured more than half of the *XX Poems*). The majority of Larkin readers agree that this is the author's most accomplished work.

Larkin changed one of the poems to 'Deceptions,' and he pushed the volume's original title. When George Hartley accepted the book for publishing, he protested about the feebleness of the title, so Larkin renamed one of the poems to 'Deceptions,' and he pushed the original title. To begin, we can take a look at that poem, which is distinctive among Larkin's other works in that it recounts the story of another person. Specifically, the poem starts with a historical occurrence that Larkin has been reading about in Henry

Mayhew's seminal work of interview journalism, *London Labour and the London Poor*, which was first published in 1851. This event serves as the poem's inciting incident. Mayhew's account of the young woman who was drugged and discovered the next morning that she had been 'ruined,' and 'cried like a child to be killed or sent back to my aunt,' is deeply moving, and almost any modern reader will sympathise with the victim: the first stanza of the poem, which is about her suffering and begins "Even so distant, I can taste the grief, / Bitter and sharp with stalks, he made you," is deeply moving and almost. What more can be said save the fact that although the measurements provided by the pain are accurate, they will become incorrect if desire is in charge? You wouldn't mind if you were less deceived than he was as he was stumbling up the frantic stairs and out on that bed, would you? to force one's way into the empty attic that is satisfaction.

4.3 MAIDEN NAME

After you were married, you stopped using your maiden name altogether.

You are unable to be semantically equivalent to that youthful beauty because the five light sounds it makes no longer represent your face, voice, and all of your variations of elegance. It is impossible for you to be linguistically equivalent to that youthful beauty because you were gratefully mistaken by law with someone else. These kind remarks were said to her with respect and appreciation. It is now a term that does not apply to anybody, even if it may be found among old lists, old programmes, a few school prizes, and bundles of letters wrapped in tartan ribbon.

Is it consequently void of smell, devoid of substance, lacking in power, and wholly dishonest? If you want to be less obvious, you could try whispering it instead.

Actually, it is talking about you. Or, it may imply what we think of you now, despite the fact that you are no longer with us: how gorgeous you were, how near you were, how young you were, and how vivid you were, and how you must still be there among those first few days, unmarked again. Your time-honored name serves as a shield for our commitment, which means that the shape and meaning of your bags will not be diminished.

This is a poem that has stood the test of time and is also quite original. There are a thousand poems written on how youthful beauty may fade with time, but there are very few poetry written about how women often change their names after getting married. Let's begin with the word "semantically," which serves as both the most important and the least important word in the poem. Let's look at how it works. the least important since, being the sole non-poetic touch in the poem, it functions as a footnote or parenthesis and is barely considered to be a part of the poetry itself;

rather, it is only a notification of the kind of remark that is being made. And it is the most crucial since it enlightens us to the fact that the meaning of the poem has already been expressed via words. According to postmodern poetic theory, the primary focus of poetry should be on language in and of itself, namely the unreliability of language. The traditional and language-loving poetry that Larkin writes is a rejection of this concept; nonetheless, this poem indicates that Larkin's poems are, in some weird way, a confirmation of this thought. Even though it is a sentimental poetry, it is also a cold and analytical exploration of the meaning of meaning. It is precise in its logic as it describes how words signify the past that no longer exists to our present consciousness.

4.4 THE WHITSUN WEDDINGS

On February 28, 1964, Faber & Faber published a collection of 32 poems titled *The Whitsun Weddings* under their imprint. 'To produce a fluctuation of mood,' Larkin organised the 32 poems that are included in the book in such a fashion that if a person does not enjoy one poem, 'at least the next one will be different,' as the poems reflect a wide range of interest in a variety of topics. Andrew Motion analyses the major elements of the varied aspects possessed by *The Whitsun Weddings*, including the following: "The Whitsun Weddings is a more homogenous work than *The Less Deceived*, in which parts of Larkin's Yeatsian and symbolist ancestry rub against a simpler approach." — "The Whitsun Weddings is a more homogenous work than *The Less Deceived*."

Since Philip Larkin never got married and didn't have a house of his own until he was far over the age of 50, he spent the most of his adult life as a tenant in rented accommodation. This began in Wellington, where his first lodgings were claustrophobic, draughty, and lacking in privacy; as he became more prosperous, his lodgings naturally became more spacious, culminating in the comfortable flat in Pearson Park where he lived for eighteen years; however, he never lost the feeling of rootlessness, and one of his darkest and most potent poems, 'MrBleaney,' emerged from it: 'This was MrBleaney's room.' He didn't leave the Bodies the whole time he was there; in fact, they had to move him before he left. Curtains with flowers, thin and torn, fall to within five inches of the window sill of the room whose window reveals a length of tussocky, littered building area.

V. CONCLUSION

After moving to Hull, Larkin began writing "The Northship" and "XX Poems (1951)," both of which were published in pamphlet form. In this collection, W. H. Auden and W. B. Yeats's profound impact is readily apparent;

nonetheless, as the book progresses, the author's voice develops into a more fully formed one. In the following piece of writing, the poet discusses the urge he has had throughout his life to dispel erroneous beliefs and illusions. His subsequent work is going to be titled "The Whitsun Weddings." The expression of post-war Britain may be seen in abundance across this collection of works. The book "The Whitsun Weddings" provides proof that the culture has evolved. The subsequent book, titled "The High Windows," demonstrates a more profound understanding of and direct concern with modern economic, political, and socio-cultural issue. The sexual revolution was given a significant amount of attention in the poems included in this anthology. After this collection, the poet does not create any more poetry of this kind, with the exception of the well-known piece "Aubade." Larkin is considered to be the most revered and renowned poet of all time. As a poet, he was given a number of accolades for his work. His well-known collections of prose writing are titled "A Girl in Winter" (1947), "Jill" (1964), "Required Writing: Miscellaneous Pieces 1955-1982" (1984), and "All What Jazz: A Record Dial 1961-1968." (1970).

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Motivation and Self Actualization in 'Mayhew' by Somerset Maugham

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Received: 22 Nov 2022; Received in revised form: 13 Dec 2022; Accepted: 18 Dec 2022; Available online: 26 Dec 2022

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Abstract— The current paper aims to take up the textual analysis of the short story Mayhew by W. Somerset Maugham for the modern elements of motivation and self-actualization. Maugham has often been criticised for his cynical views and the negative projections of his leading protagonists, yet a closer analysis and interpretation of his characters can offer positive and redeeming characteristics which can be emulated. Most of the readings and interpretations of Maugham's works have found the element of cynicism to be a common thread in his writings; yet on closer textual analysis of his short story 'Mayhew', the two elements of motivation and self-actualization related to modern concepts of behavioural science can be discerned in this story, which is a part of Vol III of Maugham's collection of short stories.

Keywords— Motivation, Self-actualization & Textual Analysis.

INTRODUCTION

W Somerset Maugham is definitely one of the most widely read English Authors. His easy style and lucid narrative made it easy for the reader to comprehend the story. The lucidity of Maugham's short stories elevated him to be ranked alongside the master craftsman of stories, the French short story writer, Maupassant. His craft is unquestionable; his easy and non-judgemental style of characterization helps the reader to make sense of the stories easily. The current paper examines the text of his short story Mayhew for the elements of motivation and self-actualization.

The story is about a lawyer from Detroit who abandons everything to take up residence in Capri one of the most beautiful Mediterranean islands. Being smitten with beauty of the island he undertakes the task of writing about the history of the island. For fourteen years he plods on with his material for research neglecting all else around him but as he sits down to pen his monumental work he dies. The story would strike one as a cynical comment on the sleight of fate but the author examines it under the light of theories of motivation and the stage of self-actualization.

MOTIVATION

The word which is derived from the Latin word *Movere*, meaning to move or instigate. Motivation is intrinsic or extrinsic driving Force which propels us to work towards the attainment of goals in human life. It is a "process that influences the direction, persistence, and vigour of goal-directed behaviour" (Passer & Smith, 2008, p.364)

Psychological research provides that factors such as emotions, perceptions, personality and other environmental play a major role in affecting motivation. However, motivation is important as behaviour will not occur unless it is energized (Huitt, 2001)

Overview of Motivation Theories

Drive-Reduction theory was one of the theories that explained biological motivation. It was developed by Clark Hull during 1940s and 1950s as a way to explain behaviour, learning and motivation (Cherry, 2000). The theory was based around the concept of homeostasis, "a state of internal physiological equilibrium that the body strives to maintain" (Passer & Smith, 2008, p.364).

Instinct theory describes and labels behaviour. According to this theory, humans, as well as animals are behaving according to their instinct at times (Passer & Smith, 2008).

It is also known as genetic programming when we act in certain behaviour by following our instinct. Some of the instincts that we have are shyness, curiosity, jealousy, sympathy, food-seeking, escape, etc (Passer & Smith, 2008)

According to psychoanalytic theory which was developed by Sigmund Freud,, pleasure principle is the motivating principle that regulates life.

Maslow's hierarchy of needs

Major breakthrough in motivation theories came with Abraham Maslow's Theory of Hierarchy of Needs which he propounded in his work ----- in 1943 and subsequently polished in 1955. According to Maslow physiological needs such as food, shelter, and water are at bottom of the needs pyramid, while the desire to realize ones dreams and capabilities was at the apex of that needs pyramid.



Fig.1: Hierarchy of Human Needs by Abraham Maslow

Apart from this the other famous Motivation Theories include: Achievement Goal Theory by Atkinson & McClelland

Environmental Motivational Theories

Motivational theories on environment were usually derived from work motivation. A lot of studies were done on how to motivate employees in an organization. Atkinson and McClelland (1953) developed the achievement goal theory that suggested that achievement behaviour can stem from a positively oriented motive for success and a Negatively oriented motivation to avoid failure called fear of failure (Dweck, 1999).

Additionally the Theory of needs developed by David McClelland suggested that human behaviour posits that human motivation is affected by three needs, *namely achievement, affiliation and power*. Power need on the other hand, can be divided into two, *personal and institutional*. The need of personal power always propels a person's growth.

Going by the above theories one can see that most of the theories of motivation require a stimulus to motivate an individual in attainment of their desires and goals.

If we examine the story of Mayhew in the light of these theories we will find that his decision to move to the island of Capri was a rash one, however when we examine his life on the island of Capri, we find him deeply impacted with the immense beauty of the island which was steeped in historical associations. He was able to see many places which reminded him of the Greeks and Romans. The line "past began to haunt him", can be treated as the trigger or the stimulus for his motivation. We find that his imagination is fired up and he wishes to write the history of the island.

It is worth noting that Mayhew was a lawyer by profession and did not have any training of writing History. At Capri though he probably sought leisure none the less when he came across the History of the island which was strewn in the air of the place he discovered the purpose of his life. The purpose which he dreamt of realizing was writing the history of that island. He was consumed by a desire to write

the history of the island for fourteen years when he carried on his research on the above mentioned topic. He wanted to write his magnum opus on the lines of the History of the Roman Empire. Although the story ends on a cynical point with Mayhew dying when he sits down to write the History, however there can be no denying that the fact Mayhew could carry on with his research for fourteen long years chasing a dream which was not part of his daily life's need fulfilment but an expression of his deep desires to contribute his bit in the world at large can indeed be categorized with nothing but a self-actualization need.

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“Where Do We Go From Here!”: The Dilemma of Black Americans in Ralph Ellison's *Invisible Man*: Analytical Perspectives

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Received: 25 Nov 2022; Received in revised form: 14 Dec 2022; Accepted: 19 Dec 2022; Available online: 27 Dec 2022

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Abstract— *Invisible Man* is an American novel that is written by Ralph Ellison which is used as an example of how African Americans have lost their identity in the United States and how they may regain it. According to the text, the pain and struggle of black people to build their own identity may be traced back to white people's perceptions of racial discrimination and the flaws of black people. It tells the story of the protagonist's search for solutions to transcend his pain and build a sense of self-identity. Rather of just complying to society's predetermined obligations, the narrator attempts to develop himself as a complicated person.

Keywords— *Ralph Ellison's Invisible Man, Black Americans, White Americans, the narrator's identity.*

I. INTRODUCTION

Ralph Ellison earned a National Work Award for fiction in 1953 for his first book, *Invisible Man*, which was published in 1952. In a racially sensitive American culture, the significance of the narrator's struggle for self-determination and identity is highlighted emphatically. As a consequence of this, African-Americans are commonly referred to as wild animals rather than humans by white Americans with racial prejudice. The narrator in this work is anonymous to white people in the United States because he is seen as a stereotyped black youngster who may be humiliated and exploited for entertainment rather than as an individual. This has completely concealed who he is. Because white people still can't see black people as individuals, the hero can't save the day (High, 1989). Reaffirming one's identity after going through trials, humiliation, and violence is the narrator's epiphany. In order to create his identity and transcend misery, he realized that he must show his value by using his power. To do so, he rejects the social sites that are made accessible to him and sets out to contribute as a multifaceted person in his own unique manner. Because of this, he rejects the gender norms by acting

independently, that have been imposed, and forms his own personal identity.

He also agrees that the lack of visibility that black people have on the international stage is not exclusively the fault of white people. Black people are hesitant to work with one another due to a lack of knowledge and selfishness on their side, which causes a racial divide. When he realizes his own shortcomings as well as those of his fellow black people, the protagonist in the story undergoes a profound transformation in order to free himself from his situation. Both slavery and violence on the part of black people are unpleasant in his opinion. Following his grandfather's advice, the narrator chooses a path that is both sophisticated and concealed. Since the invisible person is not invisible to himself but to others, the work addresses a fundamental racial theme who are unable to recognize him for who he is because of their prejudice. Therefore, the focus is on the inequity that underlies contemporary American culture (VanSpankeren, 2007).

The work traces a young Black man's life as he strives to know himself as an individual and in connection with his race and culture. The narrator suffers racial discrimination as he travels around the country in pursuit of friendship, money, and his own sense of self. Specifically, what are

the instances of white racism and black deficiencies that lead to the loss of one's identity or visibility in the book? As the narrator makes his journey northward from the south in an attempt to reach his life's aims, what hurdles does he face? It's crucial to know precisely what he's attempting to achieve, and what his final plan of action is (Hart, 1986). This paper seeks to provide a solution to these and many more difficulties.

II. RACISM AND THE LOSS OF ONE'S SENSE OF SELF AS A BLACK PERSON

A proclamation that he is invisible is made by Ellison at the beginning of the narrative, and he goes on throughout the story to clarify what he implies by invisible. He believes that he is unobserved because others refuse to recognize his existence. It's because of how people see and treat him that he's inaccessible. That is, they don't regard him as a person. Because of his race, he is viewed as a primitive by white supremacists. Instead of seeing him as a law-abiding citizen, they perceive him as the quintessential black person. When it comes to American society's iniquity and craziness, his invisibility is revealing. This is the reality for the vast majority of black Americans as a result of a racist society in which white people hold the majority of power (High, 1989).

Abolition of slavery was decades away when this novel was written, yet it portrays the treatment of African Americans by white society as comparable to that of slaveholders. White culture is like a circus lion, his grandfather once said of white people, who are constantly in danger of being slaughtered by the vicious beast. In order to entertain the civilized whites, a white lady performs a naked dance in which black teenagers are forced to fight while blindfolded. As an honorary representative of the town's prominent whites, the narrator is called to address an audience of bankers, doctors, judges, lawyers, businessmen, and instructors in the hotel's ballroom. Prior to the speech, he is required to participate in a battle royal with ten other black high school students.

The combat scenario is set up with chairs around three sides of a makeshift boxing ring to provide seating for the whiskey-imbibing white men. An inebriated naked lady is getting ready to dance in the middle of the floor, which is overflowing with the smell of tobacco and whiskey. Children are shaking as they bow their heads in a hysterical display of fear. Anguish and dread fill his mind as soon as he sees her. There's a newfound vigor in her body. It seems to him that her breasts are full and firm; she also has well-defined nipples. Her thighs are silky and he wishes he could touch them. Others advise the youngsters not to stare at her because of the pressure they

are under from the white men around them. While some of them were threatened by others for looking (Ellison, 2014). The young lads are befuddled and terrified at the same time by what they've seen. A member of the group falls to the ground. A huge member of the group asks for permission to return to his house as the nude woman begins to dance provocatively. He's attempting to use his boxing gloves to conceal his erected organ. In order to avoid being lynched, he fears that he may be molested by white women who have shown interest in him sexually. A near-frenzied throng of white men suddenly descends on her, following and flinging her about as she tries to leave in haste. They act like wild animals in many ways.

It shows white men as wolves with red, howling faces, representing their discrimination and exploitation of African Americans, such as the Negro brothers. They are considered as things like dolls employed in a circus-like atmosphere for the amusement of white males when it comes to white women. In addition, she is abused and humiliated by her tormentors. No one can stop these black lads. Among white individuals, this story demonstrates white dominance and male chauvinism.

First, the black guys are made to enter the ring before they may go. Because of this, they have no choice but to obey the instructions they have been given. It is at this point in the nudist dance when all lads are blinded simultaneously. All of these men are nave. Having trouble seeing because of the white fabric bands shows that white works as a filter between their eyes and the darkness. They've been ordered to fight. There are many blows and his body is coated in warm blood, making him stagger. White guys get a thrill out of the conflict, while black men suffer the consequences. In order to delight the audience's white members, they are portrayed as circus animals. According to Ellison (2014) who describes the scene "I glimpsed a boy violently punching the air and heard him scream in pain as he smashed his hand against a ring post". Therefore, the lads were in excruciating pain.

The narrator is able to convey the suffering of the Negro boys and himself as a consequence of the cruelty and brutality perpetrated by white people by partly removing the blindfold. They also force black youths to gather counterfeit gold coins that are put on electrified carpets as a form of humiliation and disgrace. The coins are enticed into competition by convincing and coercing the young guys. The white males shove the lads into the carpeting as they attempt to avoid it. Seeing black guys in pain and suffering is a source of great enjoyment for them. This kid is spanked and then thrown onto the charged mat after being shouted at. Ellison (2014) refers to the hard times as "his muscles twitching like the flesh of a horse stung by many flies ... someone called like bass voiced parrot".

The narrator's descriptions of his misery, his peoples' suffering, and the joy of white show the double-standards of the American society in dealing with each other.

The narrator, however, referred to himself as a mouse while fighting on the electrified rug. Rats are the world's most basic species, living only via scavenging and scurrying for food. This graphic suggests that in a white society, black people in the United States lack access to decent means of sustenance. Similarly, white guys who scream at black teens are no better than parrots, blindly repeating racist words and acts promoted by white society with no consideration for the repercussions. Parrots mimic words without being able to comprehend their meaning or importance. Likewise, the black kid is compared to a horse, a beast of burden that humans use to achieve their objectives. This indicates that whites have exploited blacks for physical work. The whites are similar to insects that sting the black horse, and their huge numbers are detrimental. While the narrator tries to avoid the rug's shock, a white person continuously pulls him into it. Coins are shown to be worthless metal tokens advertising an automobile. Following such horrible acts of humiliation, the narrator is asked to present a speech that will decide whether he receives a scholarship to attend a State Negro College. Throughout the speech, he is made a laughingstock. To maintain control over blacks, whites develop separate behaviors toward them. They mock, threaten, and extol the virtues of black people in order to coerce them into laboring according to the white man's will. Before the young narrator makes his comment, the MC complements him. These expressions of gratitude are not genuine; they are only a pretext to coerce him into submission. His speech is a common appeal to African-Americans to be respectful of white people and to accept the status quo. The white folks continue to laugh and converse, prompting him to shout even louder until his mouth is filled with blood and he coughs. He wanted to pull over and relieve himself in the sand-filled spittoon, but he gets apprehensive when he notices the superintendent and others are watching him. Despite his discomfort, he speaks loudly, gulping the blood and saliva together. He believes his speech has increased in length by a factor of a hundred over the course of the previous day. He unintentionally uses the term social equality rather than social responsibility, which makes white people uncomfortable, and he swiftly corrects himself. They loathe the phrase equality being used by a black person, much alone being treated equally with him. They want subservience, humility, and patience in black people. The narrator apologizes for his blunder and receives applause, a leather briefcase, and a scholarship to the

State College for Negroes in exchange for his humility (Ellison, 2014).

The narrator's encounters with white prejudice intensify during his college years. Mr. Norton, a trustee and one of the white founders of the Negro institution, seems to be sympathetic to the Negroes, but he is a white bigot. While he admits that black people are to fault, he takes advantage of underprivileged black women. He thinks that their folks are inevitably related to his destiny in some ways. That what occurred to him and to the narrator which is associated. He casts a nice gaze toward the storyteller. He is, nonetheless, a person of dubious character. He employs black ladies but does not compensate them. When the narrator takes Mr. Norton to the cabins for a visit, he overhears black females express their dissatisfaction with him. Therefore, one of the black ladies compares him to a monkey and adds that white people dream of seizing the control of the entire world (Ellison, 2014).

This black lady seems to be aware of white men's greed and sexual instincts, as well as white men's exploitation of black people. A black guy refers to Mr. Norton as father, while another refers to him as grandpa. This is seen by the two black men's dialogue. However, Mr. Norton has had unlawful encounters with several black women, as demonstrated by the two black men's emotions. He exploits their labor, compelling them to work till he satisfies his sexual urges. After that, he dismisses them. Mr. Norton directs Dr. Bledsoe to discipline the narrator for humiliating him and injuring his forehead during the visit. Bledsoe chastises and expels the narrator from college (Ellison, 2014).

The Invisible Man demonstrates how white southerners not only exploit and oppress black people, but also despise their health, wealth, talent, and dignity. The narrator demonstrates how whites are incapable of accepting black advancement and equality. Therefore, the narrator travels from the south to the north in search of a better life. He is, however, persecuted by the sophisticated culture of New York, and his ambitions are crushed. He also comes into contact with the negative forces of prejudice there. The whites own the factories, while the blacks work in them. They are compelled to work for low wages and are fired for minor infractions. The narrator initially works for Liberty Paints, but is fired due to his inexperience. He is hired by another corporation and is assigned to work with Luscious, an old brilliant and committed black man who performs a critical function in the organization. However, the narrator feels that this brilliant man's position is in peril as well; if a white competent employee is located, he will be fired at any time. When the narrator continues to reflect on the old

man and the white masters' harshness, the factory's boilers explode, and he loses consciousness. When he becomes aware of what is happening, he is in the industrial hospital. He feels that white doctors are treated differently at the hospital due to their color. He keeps an ear to the ground while they debate diagnosis and treatment possibilities. The doctor's rationale gives him the notion that white doctors have a distinct attitude toward black patients. The black are used as experimental animals. He learns that they used him to test new treatments, equipment, and diagnostic procedures (Ellison, 2014).

While strolling around the streets of New York, the narrator spots advertisements for beauty products. In this advertising, whiteness is connected with beauty and enjoyment, implying that blackness is the polar opposite. Additionally, he witnesses a black woman crying as she clutches the Bible. Her goods are thrown over the street, and the white guys in the crowd relocating them show little regard for her. She asks the white guys for permission to enter and pray but they refused. The narrator is aware that the old lady wants to pray inside but is forbidden. The narrator assists the woman and her husband in entering the house and addresses the assembly about whites' brutality. One of the black guys encourages him to become a member of the Brotherhood, a covert organization. He soon realizes, however, that it is not really serving black people, but is rather dominated by white interests. He is accused of attempting to exert authority and overwhelm the organization via his own style of work (Ellison, 2014).

Following the declaration of independence and the constitution's drafting, black people were optimistic about their bright future or upward mobility. The black community aspired to equal rights, opportunities, and security, but their desires, aspirations, and ambitions were not fulfilled. It has infuriated members of the black community. They work hard hours yet maintain their position. It has been elucidated the causes via *Invisible Man*, which include racist attitudes among whites and a fault among black people (Ellison, 2014).

III. PROBLEMATIC ISSUES IN THE BLACK COMMUNITY

The narrator's grandparents are born as slaves before the abolition of slavery; after the abolition, they gained freedom, which made them verbally part of the United States, but in the social realm, they were segregated from whites and denied citizenship and identity. They were unable to live in a free and equal society. It is not just white people's racist attitudes that are responsible for the loss of black people's identity, freedom, and equal opportunity, but also the black people's own flaws.

Humility, perseverance, servility, selfishness, lack of collaboration, talent, and extreme radicalism are some of the flaws. Rather than honoring and truly considering the advice of experienced older members of their own race or family, black people adhere to the dominant white dogma. The hero's fundamental weakness is his unquestioning readiness to do anything others ask of him in order to succeed, and this was the precise form of his innocence. He goes where he's told, does what he's told, and doesn't even get to choose his Brotherhood name. He accepts it since it was selected for him. He has embraced the rules of the party and is unable to dispute their judgment. For the first two decades of his existence, the narrator has relied on others to help him define himself. By asking others instead of himself, he was seeking for himself. He confesses that he should not feel ashamed of his grandparents' past, but rather he should feel ashamed of himself for being invisible for a long period of time (Gale, 2017).

The narrator recalls his grandfather's counsel to his son, the narrator's father, to continue the black people's hidden war against the whites as traitors and spies. Ellison (2014) remembers his grandfather's words which are "Our life is a war and I have been a traitor all my born days, a spy in the enemy's country".

Grandfather's comment implies that black people's lives are similar to circus performers who risk their lives to survive by interacting with hazardous white animals. He also proposes that black people should seem to be yes men, undergoing all tortures and humiliations while working as spies or traitors on the inside.

The elderly man's statements startle, unsettle, and perplex the narrator. The strong white men complimented him for his meekness, particularly for his graduation address, in which he emphasized on humility and said that humility was the key of growth. He's unsure how he should interact with the whites. Ellison (2014) declares that "I was praised by the most lily-white men of the town".

He endures all the torments and tensions in order to seem acceptable to the white folks. To succeed in life, he undoubtedly follows the path laid forth by others. He lacks the ability to anticipate and react correctly to people's actions and behaviors.

Not only does the narrator portray whites' harsh treatment of blacks, but he also exposes the blacks' fragility. It depicts how the latter contend with one another in order to appease the whites by providing entertainment at the price of their dignity and lives. They fight amongst themselves for little prizes. Additionally, Tatlock, the most powerful of the black schoolboys, refuses to cooperate with the narrator when the latter tries to fool the whites by creating a bogus combat in which no one is wounded. Because the

narrator is also driven by the corrupting pull of reward and recognition, Tatlock is not solely responsible for the heinous situation in the boxing ring. Therefore, the narrator wants to give the opportunity to Tatlock, who is bigger and stronger than him, and he wants to be the victor. This does not mean that black people are reluctant to collaborate, but rather that they are responding to social Darwinism, which encourages individuals to fight to the death for rewards. Ellison wants to bribe Tatlock by giving five dollars more (Ellison, 2014).

The narrator feels that Tatlock is stronger than he is and will prevail in the conflict. In addition to the reward, he gives Tatlock money and seems to lose the battle. Tatlock opposes this passionately. In addition, the narrator partly removes his blindfold during the blinded combat, resulting in his friends being injured by the attacks directed at him. This implies that the black's acts are driven by self-interest and that the black is prepared to inflict another person's pain or harm.

Mr. Norton, the white institution's director and founder, reports to Dr. Herbert Bledsoe, the local black college's black president. According to him, Norton has the power of a ruler. On Norton's orders, he discards the spinner of tales from the institution. Because whites are seen as superior to blacks, Bledsoe thinks that in order for blacks to succeed in life, they must work hard, adopt the speech and habits of whites, and please them. Mr. Norton condemns the narrator of tarnishing the institution's image by bringing him to see the homeless black guys. Bledsoe despises the black man because he is a liar and a destroyer, while he reveres the white man as divine. He insults black people by calling them bastards and other nasty phrases (Bone, 1966). Despite the narrator's candid and forthright communication with him, Bledsoe rebukes him incessantly. He hopes to please his white employer by exercising authority over the black youngsters. He accuses the storyteller of possessing no knowledge other than that of destruction. He affirms that the college is completely for black Americans. This remark illustrates that Bledsoe's actions are motivated by self-interest, namely the desire to govern his own race. Bledsoe is convinced that the treatment of blacks by whites is unjust, but he lacks the confidence to challenge their power. He informs the narrator that the whites have all what they need such as media which can enable their voices to be heard (Ellison, 2014).

Dr. Bledsoe is well aware that white people have complete control over the government, industry, educational institutions, and the media, among other things. He is also aware of the injustices meted out to black people, yet he does nothing to assist those of his race. Instead, he cautions the narrator and tells him not to

raise his voice in opposition. Bledsoe's servitude does not stop with the expulsion of the storyteller from institution. It also includes writing seven different letters to his New York college classmates in order to gain the favor of the white people by persuading them that he is working in the interests of the whites rather than the blacks. The narrator believes that the letter would help him increase his chances of studying in a New York university. However, contrary to his expectations, it contains a recommendation that he face even harsher punishment (Ellison, 2014).

The African-American community is trapped in a pernicious loop. Their poverty and lack of professional skills inhibit their development, leading them to engage in illegal activities and jeopardizing their self-respect and humanity. Jim Trueblood commits incest with his own daughter. This wicked act is the result of poverty and a situational blunder. He is unable to find job and has no one to aid him, leaving him trapped in a chilly environment rife with criminal activity. The crime committed by Trueblood is a disgrace to him, his spouse, and his daughter, in addition to the whole black community. It becomes a tool whites use to highlight the animalistic nature of black people. (Ellison, 2014).

The storyteller is a young employee with little experience. He uses cables and lighting to illuminate his place of living. Unemployed individuals have limited money and are more inclined to participate in unlawful behavior. He gets employed in New York by an American corporation, but is fired because of irresponsibility and an absence of knowledge. His experience there is a real reflection of African-Americans' experiences in business. For a month, the narrator performs his duties as a Brotherhood member in his own distinctive style. Then, he gets a message from an unnamed friend cautioning him about the dangers he may meet due to his irresponsible driving. The narrator has received a letter from one of his supporters, and he recognizes that he has gone too far and too quickly on his journey. The other members of the group are starting to resent him. One of the partygoers, Mr. Wrestrum, accuses the storyteller of attempting to dominate and occupy the group. As a result, despite the fact that the Brotherhood party is open to black support, it is governed by the narrow interests of whites. The use of a nigger to catch a nigger policy is being implemented by the white majority. The narrator observes that the black community is blissfully oblivious of the inequitable treatment of black people. In response to his accusation of casting a pall over the Brotherhood, he seeks out Tod Clifton, a former high-ranking Brotherhood member. When he spots a police officer tailing Clifton, he punches the officer and the officer murders Clifton. The narrator is unable to speak with Clifton. He's worried about how his death will be

reported by the media. He intends to hold a lavish funeral in order to protect Clifton's identity and to stoke public outrage over the police's brutality. A meeting of the organization is held after the burial, and the narrator is requested to explain his conduct there. It is on the grounds that Clifton is selling a degrading thing that the police should intervene. The narrator discovers that the Black Brotherhood is not sincere in its support of African-American causes at this point in time. He comes to the realization that all of their efforts had not made any improvement in the life of black people (Ellison, 2014).

The storyteller serves for Lucious Brockway, the anti-union and anti-party black manager of Liberty Paints. He feels that unions and political parties want his position. On one occasion, when the storyteller was running late to the office owing to a union meeting, the narrator's coworkers were understanding, Brockway becomes enraged and almost assaults the narrator. He believes that unions are a source of conflict. His loathing of the union is expressed in a way that led him to believe the unions are working against him because of his position. He has a deep and abiding hate for them. This demonstrates the widening gap that exists between blacks and whites. They believe that the unions are a threat to their positions of power, whereas laborers believe that the unions are influenced by their white counterparts (Bloom, 2009).

Brotherhood members resent his popularity, and they accuse him of using it to achieve their own agendas, as the narrator discovers. As his notoriety develops, he is unable to complete his mission in Harlem. Later on, he is summoned to return to his duties as the man in charge of monitoring Ras's activities. An extreme member of the party, Ras is a leader of a gang of anti-white activists.

The narrator's choice to have a lavish burial for Tod Clifton once again stokes Brotherhood friction. It is not Jack's job to ponder, but rather to carry out the work as he is told. There are individuals out there, like Jack, who treat him as just another gear in the system, he realizes. According to Ras, the narrator is not doing anything for the liberation of black people, but rather mimicking whites and their supporters' behavior.

Ras contends that the protagonist is unaware of white domination and his identity loss. The narrator leaves the spot in silence since he has nothing to offer in his defense. Two of Ras's men pursue and attack him. In order to eliminate them, he receives assistance from the theater's doorman. During a race riots in Harlem, many individuals are killed and a significant amount of property is damaged. Ras develops into a destructive force. The African-American community has deceived its own people. Ras orders his troops to execute the storyteller by hanging. Therefore, the storyteller hides behind a hedge

and saves himself at this crucial moment. To protect himself from Ras's troops, the storyteller conceals himself as Rinehart. He is positioned between the two black factions: the violent group of Ras and the servile company of the Brotherhood. The one attacks all blacks and whites while the latter assists them under the guise of Brotherhood. Both groups are detrimental to the downtrodden black population (Ellison & Kostelanetz, 1989).

IV. THE REALIZATION OF SELF-IDENTITY

As a matter of fact, *Invisible Man* examines how white superiority has stripped African-Americans of their sense of identity. Presenting the experiences of an unidentified man also meets the objective of boosting black readers' awareness of the dangers of living a life based on borrowed concepts. (Alison, 2017). He has relied on others for answers to questions about his own identity for the first two decades of his life. He is obedient and tries to win the admiration of the white people by demonstrating his selflessness. For a scholarship to attend a public school for blacks, he is subjected to humiliation, abuse, and pain. In the eyes of others, he is nothing more than a stereotypical black guy, and he comes to terms with the fact that he is an unseen man. When asked about his grandfather's statements about his life and encouragement to his father and the black society in order to be a traitor and spy, he says he has no idea. His humility has been lauded by the strong white males, therefore he is startled by the elderly man's statements. However, he follows his grandfather's counsel towards the end of the story.

To find his identity, the anonymous narrator travels from the South to the North, where he meets a variety of people. He learns through experiencing pain and interacting with others. The timid and nave narrator learns that only he has the ability to find out who he is. With this realization, he grows to value his grandfather's advice that life is a perpetual struggle and that they have to endure the situation with their necks in the jaws of the beast. (Gale, 2017).

In spite of the narrator's initial call for his people to be modest and polite to the white, he eventually apologizes for saying social equality in front of the whites, and although he seems thrilled to get a leather briefcase and a scholarship, he is not pleased. Next night, he has a dream in which he attends the circus with his deceased grandfather, who would not laugh at the clowns' humorous performances. Because his actions resemble those of a clown, the youngster apparently believes that his grandpa disapproves of them. The white, he believes, is humiliating him. He is unsure of who he is, yet he does not lash out in rebellion since he must first discover who

he is via his studies. However, he found in a dream that he reveals his unconscious knowledge of being humiliated by white people. It bothers him that he and Tatlock are cast as a pair of bumbling fools. He prioritizes, however, his studies in order to learn more about himself. There are a lot of blind individuals out there, and they can't see his true personality. Another element he discovers is the loss of one's individuality or identity when one is unable to behave according to one's own concept and instead seeks to satisfy others by doing as they want. Furthermore, he realizes that one must be knowledgeable and diligent in one's career and activities in order to prevent blunders and errors. Professional expertise and vigilance are two ways to build a strong sense of self-worth and authority. Liberty Paints fires him for his sloppy work and lack of competence (Ruland & Bradbury, 1992).

Similarly, he learns through personal experience that he, like many other black people, has been a victim of the two extremes represented by Dr. Herbert Bledsoe and Ras, who are servitude and radical violence. Both categories of individuals impede the free development of black people. When he starts working on his own, without the help of others, he becomes famous in Harlem or New York. He contemplates his identity and realizes that he is acting as a clown in order to amuse the whites. This leads him to feel devious and cautious about answering his puzzle (Ellison, 2014). After deciding to look for himself, he sets out to live a life of freedom. He can only enjoy a life of freedom if he proves his worth. To demonstrate his skill and authority, he must use tact, caution, and an eye for detail in all he does. In contrast to the speeches he protests and condemns white supremacy on the streets of New York City the day after his commencement speech, which he delivered in front of white people on his graduation day and speaks out in favor of a black couple's right to worship inside a church. They are pushed inside by him and he makes an anti-white tirade to the people gathered there. Here, he gets the audience involved in a protest by rushing the white couple and bringing the black couple's goods into the home with them (Ellison, 2014).

As a Brotherhood member, he devotes his time and efforts only to helping the city's disadvantaged black residents. Tod Clifton's death, however, causes him to recognize that the organization, which is dominated by white people and docile black citizens, is of little use to him. It is clear to him that Brother Jack has used him as a part in the system, and if he continues to work for him, he wants to deceive the people of Harlem. To put it another way, he refuses to labor for their benefit and goes it alone. When he decides to come out of hibernation, he intends to do it without the intention of deceiving anybody. He intends to do something to break out of his invisibility and draw the

attention of others. Ellison (2014) uses an accurate language to express the narrator's moment of clarity and subsequent decision, which is "I must come out, I must emerge".

To him, it's now clear that his grandfather's counsel was sound. He is aware of the factors that contribute to his invisibility and the measures he may use to combat it. These difficulties have harmed him for a long period of time, and they have caused him to feel as if he has not done enough for others around him. This requires him to break away from his long-held condition of invisibility. Rather of following others, he will forge his own path to discover who he really is. He will do something to help the poor, since he is a multifaceted person.

V. CONCLUSION

In order to restore his identity or find himself, an unidentified young black kid travels from the south of the United States to New York City in Ralph Ellison's *Invisible Man*. First, he is subordinate to the white racists, but through his suffering and degradation he realizes that his identity and that of the whole African American community in the United States is in danger or invisible. That it's not only the racial divide between whites and blacks that contributes to their invisibility or loss of self-esteem is something he learns through his encounters with both groups.

People of color are subjected to racial stereotyping and oppression by whites, who utilize them for their own amusement and gain. The blacks, too, aren't willing to work together because of their own self-interests. High-ranking blacks, whose servitude to the white oppresses the black and their double dominance are in stark contrast to their lower-ranking counterparts. Aside from that, the black are consumed by the urge to defeat one another and to please the white people in exchange for empty applause and reward. While their poverty and inability to do basic tasks causes them to commit crimes, faults and blunders as well. This leads to a lack of self-discovery on their part. Initial thoughts of escape for the narrator are a little hazy. To acquire their admiration and respect, he is obedient to the whites, and he fights with his fellow blacks because of his fervent desire to do so. Later in life, he recognizes the dangers of subservience and his grandfather's exhortation towards the black population to secretly strive for their freedom. Furthermore, he is aware of the dangers and flaws of an aggressive and extreme approach, which is why he has formed an underground party called Brotherhood to pretend to represent white people's interests. This man finally decides how he wants to define his own identity and break free from the status of being invisible. It is his intention to rise from his

slumber and demonstrate his worth to the world by making a positive contribution to his community in his own unique manner, rather than relying on others to define him. As a result, this novel is considered a long journey from obscurity to self-discovery for a naive young man.

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The Benefits of using Collaborative Learning Strategy in Higher Education

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Received: 19 Nov 2022; Received in revised form: 12 Dec 2022; Accepted: 20 Dec 2022; Available online: 27 Dec 2022

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Abstract— This paper seeks to quantify the value of group work in the classroom. The benefits of group study on academic achievement are investigated here. To study together is to embrace a way of life and an approach to education. As the theory goes, when individuals get together in groups, they are better off working together to achieve their objectives rather than engaging in unhealthy intragroup rivalries to figure out how to handle sticky situations. The principles of the online learning community were included. However, today's schools encourage rivalry among students as they compete for higher test scores, better scholarships, and more prestigious college admissions. To shift this paradigm, it is necessarily important to include collaborative learning into every stage of a child's education, from pre-K to college. Teachers need to take on an innovative role if they want to influence their students' conduct. They have to give up lecturing in favor of active classroom participation. The research indicates that when students work together to learn, their knowledge and classroom involvement improved. It suggests that universities should promote collaborative learning spaces because of the positive energy they may bring to the classroom. Teachers and students alike may gain from the cooperative learning approach by sharing and discussing ideas and analyzing challenges as a group.

Keywords— Learning, collaborations, students, instructors, and higher education.

I. INTRODUCTION

The two long-term goals of every school or college are to facilitate the teaching and learning processes. The effectiveness of this procedure is influenced by many interrelated factors, including the standard, quantity, and efficiency of its primary inputs. The quantity of new information a student takes away from a lesson is a good indicator of how well that lesson was conveyed. The student is treated as a commodity in the classroom, while the instructor takes on the role of a manufacturer, and both are evaluated based on their performance. Only after the student has grasped the material can the instructor claim success. To achieve this goal, it is essential for both the instructor and the student to be fully invested in the process of education. Every educational program has a direct link to the instructor, who plays an essential role in making it a reality in the classroom. He communicates the course's rationale, objectives, and subject matter to the

learners. Therefore, it is impossible to overstate his importance in the curriculum's actual execution. The teaching and learning process is not the only thing influenced by the classroom setting.

It would be a mistake to neglect the gains of collaborative environments for learning in university education without also considering the national policies for many countries on higher education that, in their broadest terms, specify broad goals, such as improving the academic proficiency of persons to recognize and comprehend their indigenous and international surroundings, obtaining both practical and conceptual expertise, and so on. This requires the learner to have a solid educational foundation. Both the university's environment and the students' achievements have a role in determining the success of a certain university (Long et al., 2000).

Therefore, the goal of this paper is to encourage interpersonal contacts at universities and colleges. It lists

the four main kinds of advantages brought about by collaborative learning techniques. They include evaluation, social, psychological, and academic advantages. To make it easier for the reader to concentrate on certain issues within each category, these regions are further separated. References are given to support each advantage outlined below.

Knowledge and understanding are not simply independent procedures endorsed by the sociocultural settings; rather, they are the outcome of a constantly interactive discussion between the individual and society setting in which the person's activities are conducted. This perfectly sums up the environment of collaborative learning. Knowledge and comprehension are actively and positively produced by both the person and the societal influences. Very few students nowadays go to universities that habitually emphasize peer connections as a major form of learning. The more students go through the university system, the more probable it is that they will be exposed to learning environments where competition and individual performance are the rule. If students are not exposed to primary school classes before that place an emphasis on the social sharing of cognitive learning tasks, they are less likely to see working together and helping one another as normal student behaviors when they are placed in cooperative learning groups in higher education (Deen, 1994).

The response lecturers have to implementing collaborative learning strategies. The proof of students' enthusiasm becomes so incredibly evident that instructors are inspired to attempt more once the conceptual change occurs and once professors start practicing collaborative interactions, which is remarkable and virtually always the case. The beginning of the academic lectures eventually becomes the standard in the classroom as both instructors and students build momentum. Choosing the best engaging designs for the intended lesson currently presents a hurdle. The models are quietly included into the lecture to introduce the various interactions to the students and encourage their participation in the learning circumstances (Fogarty & Bellanca, 1992).

Collaborative learning is not simply a classroom strategy but also a personal attitude. It offers a way of engaging with people that honors and promotes the abilities and efforts of each single group member in all situations when persons are attended in groups. In contrast to competition, where individuals try to outperform other group members, collaborative learning is centered on group members working together to reach agreement. Learning collaboratively motivates practitioners to follow this ideology as a broad approach to working with and

interacting with others in the classroom, in committee meetings, with different communities, and broadly (Panitz & Panitz, 2018).

The whole range of educational processes, including group student collaboration in or outside of the classroom, is included in collaborative learning. It can range from the more formerly structured process to something as straightforward and informal as partners engaging together during lectures, when students think on an issue on their own, discuss it with a partner to build a consensus, and then begin expressing their conclusions with the class.

II. THE ADVANTAGES OF COLLABORATIVE LEARNING IN ACADEMIC CONTEXTS

Collaborative learning fosters reflective practice abilities. When students work together to learn, they are actively participating in the process rather than merely taking in what the instructor is saying or presenting information from a laptop screen. Pairs, trios, and larger groups are the three most effective ways for students to communicate. When students work together as a team, one participant observes while the other outlines the research methodology. By generating concepts, arguing about them, receiving instant responses, and answering their partner's questions and notes, both parties develop essential problem-solving skills. Both students are actively participating throughout the lesson and there is constant contact.

Students working on contentious subjects who are involved in debate have a high degree of understanding and memorization of the content being acquired by cognitively rehearsing their own viewpoint and the efforts to grasp their opponent's argument. Students learn and support one side before collaborating with another group that has adopted the opposing position in the organized dispute cooperative approach (Bruffee, 1981).

Students will benefit from one another because, within their exchanges on the topic, intellectual disagreements will happen, faulty thinking will be revealed, disharmony will ensue, and better value perceptions will develop (Slavin, 1990).

Collaborative learning enhances thought and aids in students' idea clarification via debates and discussions. When a professor leads a conversation with the full class, there is far less discussion and dispute amongst pairs and groups of three or more people. Students don't have to wait for lengthy pauses to participate in the discourse since they get instantaneous feedback or questions about their opinions and may generate immediate responses. Another benefit of collaborative dialogue is how it affects students'

ability to peer-edit written work. Peers' comments and editing of one other's work may help students improve their writing, according to certain students who focus largely on revision. In contrast to students who did not collaborate in groups, students who replied to one other's works preferred to conceive modification as a more profound reconsideration of content rather than just modifying (Lander et al., 1995).

Collaborative learning both inside and outside of the classroom may improve professional growth and development while making it less repetitive. The utilization of collaborative learning may promote the acquisition of practical skills and knowledge. Students need to have a foundation of knowledge to build capacities for critical thinking. It often takes some amount of repetition and cognitive training to develop these talents. When students engage in a learning process together, the active learning turns fascinating and enjoyable despite the repetitious nature of the classroom activities, which may be tiresome, uninspiring, and stressful when this is performed independently (Deen, 1994).

Oral communication skills are developed through collaborative learning. When students collaborate in pairs, one colleague speaks the answers out loud while the other observes, starts asking questions, or adds to what has been said. The collaborative approach greatly benefits from the elaboration and justification of one's response, which is a higher level of thinking talent. Three advantages result from students' group projects and spoken communication. First, the more proficient students show how they evaluate materials, develop reasons and explanations for their ideas, and choose the best way to address a topic. Second, a group will often see an issue from a larger perspective and examine more suggestions and answers than one person can. This is in contrast to a person who thinks about a problem in tiny, isolated chunks. Thirdly, the less experienced members of the group may take part in addressing the issue by asking the more experienced students questions and raising different parts of a proposed solution (Deutsch, 2020).

How to develop collaborative learning metacognition in students. Metacognition includes students recognizing and analyzing their learning processes. Students may track their progress in a curriculum and their understanding of the topic by engaging in metacognition exercises. Students engage in significant amounts of reflective practice when they read a text, discuss the concepts with one another, and then evaluate one another's interpretations. Collaborative conversations also help students remember the text's material. They build a new depth of knowledge on top of their old foundation by applying their own language to the

new ideas and basing their remarks on their background experiences. Students engage directly in the classroom activities because this method results in a better comprehension and a higher likelihood that they will remember the information greater than if they had just read the content (Atman & Durak, 2022).

Collaborative learning provides a setting conducive to active, engaged learning. Exploratory learning occurs whenever two or more students work together to attempt to address an issue or provide a solution. They talk with one another, share ideas and facts, seek further information, develop conclusions based on the outcomes of their conversations, and then present their outcomes to their classmates. Students get the chance to contribute shape the classroom experience by making ideas for the processes of the class. They may mentor their classmates or get assistance. Additionally, collaborative learning promotes students' ownership of their education. Students who are given more responsibility for their education are raised in an atmosphere that promotes professionalism. Both the instructor and the student go from being controllers and directors, respectively, to facilitators and eager participants (Slavin, 1990).

The importance of involving students in the creation of the curriculum and operating procedures for the classroom. Students are invited to look inside of themselves, their groups, and classroom policies while engaging in collaborative activities. When cooperative learning serves as the foundation for performance and quality (Kort, 1991).

There are four distinct ways that students get involved in creating those procedures. The class can decide on the layout of the physical space, including the types and numbers of breaks that will be taken, the setup of the tables and chairs, and the showcase of classroom supplies, to name a few. The future generations of lecturers receive training in efficient teaching techniques through this program. Additionally, it aids students in weaning themselves off the idea that instructors are the only sources of information and comprehension (Kiesler, 1992).

Collaborative learning encourages a learning objective as opposed to a performance objective. Additionally, it meshes nicely with the reconstructive method. The only time students are actually thinking critically is when they create their own frameworks and answers. When students play an vital role in formulating problems in their particular words and coming up with solutions together rather than copying information from the instructor or a reading materials, a particular strategy is created (Beckman, 1990).

Collaborative learning enables students to have a perception of authority over their work. Because teachers who take the time to meet with their students motivate them to strive for superior productivity, it also encourages increased success and class attendance. Additional advantages of collaborative learning include higher grades, greater class attendance, longer effective learning, and better sharing of knowledge across subjects and fields. The increased performance may be explained by the substantial positive link between participation in class and academic accomplishment (Sharan et al., 1997).

Collaborative learning encourages an optimistic mindset toward the material and improves student comprehension. Interactive lectures promote a climate that encourages high levels of student enthusiasm, involvement, and engagement. It also improves one's capacity for self-control. The educational conversations assist students in developing self-management skills. Collaboration among students increases their sense of self-confidence cognitively. Additionally, it fosters inventive lecture hall and teaching methods (Slavin, 1990).

The collaborative learning method includes collaborative thinking, brand awareness quizzes, and pleasant exercises for the class. The size of the groups that the students work in will depend on the task at hand. Working in pairs or groups to finish a homework assignment is only one example of the many various ways that groups might work on materials, problems, studies, educational routines, and group assessments (Panitz & Panitz, 2018).

Classes are interesting and enjoyable since the instructor has a variety of projects at their disposal. It encourages the peer mentoring of students' approaches to problem-solving skills. Due to collaborative learning, more difficult activities can be assigned without increasing the burden excessively (Price, 1997).

Davidson (1995) notes that "students in groups can frequently manage hard circumstances that are much above the capacities of individuals at the cognitive stage." When students are taught to collaborate, their competence and production substantially rise. Relatively weak students also perform better when placed in groups with stronger students. There is no need to wait for assistance while studying collaboratively since it is readily accessible from other learners or the instructor, who moves between the groups. Additionally, it encourages the development of more and more difficult exam questions. In a secure context, students also investigate other approaches to solving problems since many of them are reluctant to voice their thoughts in front of others in a typical classroom environment for concern of seeming silly. As a result, it fosters a secure atmosphere where students may present

themselves and pursue their perspectives without worrying about failing or receiving negative feedback.

Large lecture sessions may be personalized through cooperative learning exercises. It may be tailored to include students in participatory, reflective practice exercises after lengthy lectures. Cooperative learning has the benefit of being adaptable to large courses. When questioned to constitute pairs or small groups in a classroom, students may be required to spin around in their seats or perform with the person seated beside them. Large lecture halls make it almost impossible to have classroom discussions, but it is still possible to assign students an activity that necessitates their ability to think critically by giving them ten minutes to work with a colleague before having representative groups present and defend their answers to problems. This method aids in concentrating students' focus on a specific subject, fosters a dynamic learning environment that engages students immediately in their own education by enabling them to bear some responsibility for their own and their groupmates' knowledge acquisition (Gasen, 1996).

Learning in a collaborative way is particularly beneficial in digesting a foreign language, where language-related communication is valued. This is frequently seen in French club members because members typically converse in the language more proficiently than non-members. Therefore, collaborating with others is a smart method to speed up language learning and practice the topic and dialogue norms that are common in a certain academic discipline, such as economics, philosophy, or politics. Collaboration with the instructor outside of the classroom and during class is another way to speed up the socialization stage. Numerous tactics can be employed to deal with mathematical issues. Groups of students can teach one another different approaches to a common issue (Chamot, 1993).

III. THE ADVANTAGES OF COLLABORATIVE LEARNING IN SOCIAL CONTEXTS

Collaborative learning promotes integration and diverse knowledge. With the ability to speak with the students individually or in small groups, collaborative learning facilitates collaboration and closeness between the instructors and students. By discussing activities and behaviors that affect student classroom performance as well as methods of problem solving, there is a general tendency to interact professionally with the classmates.

Through cooperative learning, students also enhance their social abilities. Students are fully informed of the significance of having balanced, beneficial interactions when they collaborate in teams by requesting group

members to consider their behavioral responses. So, participants are asked to assess their contributions to the group's success or failure in a way that facilitates collaboration and encourages members to consider their role in the group's successes or failures (Cohen, 1991).

Collaborative learning enriches encouraging environments for managing problem solving and encourages favorable social and cultural responses to issues. It lessens violence in all contexts, gets rid of guilt and disgrace, and raises respect, amiability, reliability, and common understanding. It strengthens the social circle of endorsement among students. Students' social perspectives are used in collaborative learning to promote their participation in the educational procedures. All throughout the course, social support was built through warm-up activities and group practices. The lecturer's involvement in guiding the learning method and communicating with each student is essential. Incorporating senior instructors, administrators and families into the cooperation process gives it numerous opportunities for help for anybody who has difficulties due to factors outside of the classroom, such as economic, social, or familial issues (Johnson, 1999).

In collaborative learning, improvements in social interactions among students are brought about by the increasing dependency on groups to support them as they count each other's acting skills, the mutual support generated by both individual and group evaluation and performance enhancement, and the common framework of the teamwork educational process. Learning in a collaborative way promotes groups to work outside of the classroom, connecting individuals together for extended durations of time for integrated intellectual and social skills (Bruffee, 1981).

Students also learn to be accountable for one another because to the supportive atmosphere that is created when they help each other and take responsibility of the growth of their complete group. Individual and group acknowledgement of successes develops a good way of learning and sheds light on each one's commitment to their groupmates in general. Additionally, learning collaboratively increases both instructors' and students' comprehension of differences. It enhances diverse knowledge and fosters the development of more beneficial diverse interactions. It cultivates in students a stronger capacity to see things from other people's viewpoints. Students who are employing collaborative learning techniques are expected to assess one another, argue points, and discuss one another's theories and strategies for providing answers and resolving challenges. Students get a far greater grasp of their own individuality and cultural diversity. Students are considerably more likely to

embrace alternative ways because they work in a life-filled situation where group cognitive talents are qualified than if they were in a competitive environment that prioritizes single initiative over collective effort. In comparison to lectures given by professors, collaborative learning exposes students to a far wider range of techniques. Additionally, it teaches students in the same class how to collaborate. As a result of their frequent, supervised interactions and active exploration of concerns, students are better able to appreciate one another's uniqueness and understand how to deal with any potential social conflicts (Deen, 1994).

Students learn how to evaluate concepts in cooperative learning, not as individuals. Students should be taught how to question assumptions and argue for their viewpoints without putting themselves in the perspective of the other person in order for collaborative education to be actual in assisting students in resolving conflicts peacefully. Additionally, students are equipped with conflict resolution techniques that are helpful in both academic and real-world settings. In collaborative classrooms, students also practice imitating social and professional responsibilities; they may be assigned duties in order to enhance group collaboration. For each new assignment or task, group members alternate in the roles of readers, organizers, presenters, materials controllers, timekeepers, critics, and others. Students are thus urged to acquire and implement the skills necessary to operate in society and the workplace. These include the ability to lead, collect data, communicate results both verbally and through writing, challenge ideas in a positive way, take part in brainstorming, fulfill deadlines, and others. Therefore, while keeping individual responsibility, collaborative learning promotes team development and a cooperative strategy to resolving issues. It gives the instructor the chance to see how the group functions and take appropriate action to promote engagement from all students (Schneider & Nakakoji, 1995).

Outside the classroom and student courses, additionally, cooperative activities create social and intellectual bonds. If groups are maintained for a sufficient amount of time throughout a course, members will be able to become acquainted with one another and continue their activities outside of the lecture hall; however, this effect is not necessarily related to the fact that it happens outside of the lecture hall. This comprises getting together for food or black tea on campus, creating study groups, and gathering at one another's homes on Saturdays and Sundays in the evening to complete assignments or prepare for tests. Students swap phone numbers and get in touch with one another to ask inquiries or solve difficulties. In a cooperative manner, students can form study groups and

make new acquaintances more easily. As a result, collaborative learning makes advantage of students' social interactions to promote their participation in the process of learning. The course's opening exercises and team-building activities foster positive reinforcement. Additionally, it promotes groups to collaborate outside of class, bringing people together for extended durations of time for integrated educational and social benefits (Chamot, 1993).

IV. THE ADVANTAGES OF COLLABORATIVE LEARNING IN PSYCHOLOGICAL CONTEXTS

In contrast to individual, competitive methods, where many students fall behind, collaborative activities among students lead to a better degree of performance by all students. Competition encourages a system where the best students gain all the accolades and awards while the average or low-achieving students get nothing. In contrast, a collaborative workplace is advantageous to everyone. The collaborative community that is created when students provide a hand to one another elevates everyone's performance levels and improves their overall happiness with their educational experiences.

Instead of encouraging a vulnerable attribution trend, collaborative learning encourages a core knowledge attribution trend. It promotes asking for assistance and accepting instructional support from its students. Due to the negative perception that asking for help or teaching from peers signals dependency, students are extremely hesitant to do so. Help-seeking can result in low self-esteem, disappointment, or feelings of sovereign debt. Additional social psychology research shows that helping behaviors negatively affect a person's intelligence and that students have a decreased affinity for those who offer assistance. Students also experience negative emotions when they do not perceive chances to offer assistance in return (Wiener, 1986).

Collaborative learning and social interactions among students are different from a class lecture where the instructor is the sole authorized aide. Students who ask for assistance during a lecture may come out as uninterested or, perhaps worse, uninformed of the subject matter. Typically, they will be patient and wait for an appropriate opportunity to ask questions concerning the lecture topics (Johnson, 1999).

Students who do not ask for assistance but are having difficulties understanding the course material or conceptual frameworks can still learn from collaborative activities and gain knowledge of the material by watching the group and examining the supporting methods that are being used by their colleagues. By monitoring the asking

and responding process that takes place when students assist one another, students may compare their study methods and professional skills with those of other students and develop modifications (Deutsch, 2020).

Collaborative learning can reduce anxiety. It eases tension both before and during the presentation in the lecture. Competition makes students more anxious and less confident in their abilities. Because the students realize that the instructor can assess both their knowledge and their thinking, their text anxiety decreases. Students are forced to memorize and replicate fundamental abilities as part of the test process. The instructor improves his or her mastery of each student's learning pattern and performance via exchanges with them throughout each lesson. Thus, a chance is created to offer additional counseling and guiding kinds of examination. A class discussion obviously lacks this kind of engagement. Consequently, collaborative learning fosters more friendly perceptions among students regarding instructors and other department staff, as well as with their own students. In a collaborative education, each member is involved at a highly intensive and intimate level (Angelo & Cross, 1989).

Instructors get familiar with students individually. Because students have several chances to explain their actions to the instructor, they gain knowledge about their classmates' behavior. Open channels of communication are regularly promoted. Due to the inspired state that the numerous social encounters produce, all participants adopt a highly optimistic attitude. It also raises the bar for instructors and students because, by fostering group discussion and attempting to set attainable goals for groups, lectures create increased expectations that students will acquire the collaborative strategy and enhance their capacity to function well in groups, as well as through formative assessments and certain other means (Peel & Shortland, 2004).

Collaboration learning employs instructional strategies and a range of evaluations, including group observation, group self-evaluation, and brief individual tests. During collaborative learning, the instructor has a better chance to see students conversing, justifying their judgments, raising questions, and debating with their colleagues. Additionally, tasks offer students who are less adept at completing standardized assessments the opportunity to focus on subject imitation. Additionally, group assignments allow students to convey their understanding in a different manner by verbally presenting their answers to a colleague or group before formulating a proper response (Chamot, 1993).

V. CONCLUSION

It has been concluded that considering students working together with their classmates has several advantages. When seeing simply the final result, a student may be seen going through a whole challenge or assignment revisions to gauge their degree of particular understanding and conceptual mastery. By examining if their presentations in groups or in pairs are verbal, cognitive, or experiential, one may determine their preferred learning method. If one provides in-class or extracurricular tutoring for the student, this information may be helpful. Adopting several preferred learning demonstrations in each lecture is conducive to collaborative learning. The instructor or other students may make short, targeted interventions to offer assistance and direction to struggling students. Informal discussions occur between individuals, groups, and the instructor that help identify potential issues the group of students may be facing. These consultations also contribute to the creation of great relationships as the students get to understand the instructor and the instructor becomes familiar with the students. Hesitant students will interact with their classmates more in smaller numbers than in a larger classroom, and you may monitor them as well. Recognizing hesitant students can assist you to engage them in activities without putting them in danger.

Various exams only provide a fragile foundation for comprehending and assessing student achievement. These techniques mostly include memorizing facts, mindless repetition, and sometimes some reflective practice in the form of a paper. Strategies for comprehending students' emotional learning abilities and a range of student learning styles are required in addition to of these historical evaluation methodologies.

Ultimately, there are several advantages to employing observations as a technique for evaluation to assist students determine if they have digested course content. This method puts students in charge of their own fate, significantly minimizes anxiety, and stresses that they are accountable for their education. It also increases students' self-esteem. Students' activities, not the instructor's, are what determine the outcomes they get.

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Abriding Science and Religion in *Angels and Demons*: Absolutism of Novel in Adaptation

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Received: 22 Nov 2022; Received in revised form: 14 Dec 2022; Accepted: 22 Dec 2022; Available online: 29 Dec 2022

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Abstract— *The assertive aim of this study is to foster a conceptual adaptation model focused on two literary categories: the book and the film. Regarding the study's discussion, eclecticism on film adaptation theories is applied to Dan Brown's famous mystery Angels and Demons. The impacts of the Vatican, the Catholic Church, and parish animosity, which become entwined with history and Christianity, and the layers that augment the idea of Science, will be scrutinised in the aforementioned perspectives of content and form via textual and visual descriptions on the aesthetic frame. When the reader is subtly acquainted with the dichotomy of element-meaning and religion-science among the lines of the novel, the director builds a prolific link between the visuals in the film. People typically see Science and Religion to be in conflict nowadays. However, it is also simple to find researchers and theologians who think they should coexist because they believe Science is limited in its ability to address moral issues. Some even went a step further and believed two domains could constructively express their views, as Ron Howard's adaptation of the book Angels and Demons envisions.*

Keywords— *Science and Religion, Christianity, Schism, Film Adaptation.*

I. INTRODUCTION

Dan Brown is a renowned American author for his original themes involving symbols and codes that the protagonist can decipher within twenty-four hours. Brown engages his readers by creating a clever, fast-paced narrative with intriguing twists. His books move quickly through unusual landscapes toward every improbable conclusion. Brown published his debut book, *Digital Fortress*, in 1998. Two more books followed *Angels and Demons* (2000) and *Deception Point* (2001), but *The Da Vinci Code* (2003), his fourth book, launched his career as a bestselling author. Because of the phenomenal popularity of both *Angels and Demons* and *The Da Vinci Code*, Brown finished this series by writing *The Lost Symbols* (2009) and *Inferno* (2013). These latter four novels deal with the theme of a conspiracy planned by really powerful secret societies. The protagonist,

Robert Langdon, resolves the conundrum and averts a catastrophe through extensive knowledge of these societies.

Three of the four novels begin with a 'Facts' page that lists the key ideas as factual information. The reader is made to feel that even though the books are works of fiction, they have undergone such extensive investigation that what they say may be taken as fact, no matter how surreal or voiceless it may be. Due to *The Da Vinci Code*'s explosive religious argument- Jesus had wed Mary Magdalene, had a child with her and was making preparations for her to take over as head of Christendom—many researchers have written papers and made documentaries to disprove various claims Brown made in the book, from insignificant details to significant historical occurrences.

However, some contend that while debating compatibility, some scientific intellectuals frequently

disregard the perspectives of theological, intellectual leaders and instead argue against the less knowledgeable masses, defining religion by non-intellectuals and unfairly skewing the argument. They argue that opinions on evolution and thresholds of religiosity in various nations, as well as the availability of books that attempt to reconcile evolution and religion, show that individuals find it difficult to hold both beliefs simultaneously, showing incompatibility. According to them, the fundamental difference between Science and Religion is that scientific claims rely on experimental evaluation, whereas religious claims depend on faith. In light of these conflicts between perspectives to know and the availability of alternative credible, logical interpretations for events that Religion typically explains, Science and Religion are incongruous.

In *Angels and Demons*, an attempt has been made to reconcile Science and Religion without following the rigorous regulations established by the strict priests. According to Brown, this process gives people a legitimate opportunity to comprehend the divine.

II. CONTRAST AND CONFLATION OF SCIENCE WITH RELIGION

The main contention in *Angels and Demons* is between Science and Christianity. The story is portrayed between the Roman Papal-dominance and an old brotherhood of Science-The Illuminati (the enlightened ones). And Robert Langdon, who once argued that there might not be a distinction between Divinity and humanity, is now forced to confess that he does not believe in God, and he was unsure of how to respond to the inquiry: "My church comforts the sick and dying. My church feeds the hungry. What does your church do? That's right, you don't have one." (Brown 254)

Theological concerns are undoubtedly raised by scientific findings. However, to do so would be to deny God's sovereignty over all of creation and to live in a separate theological universe unrelated to the physical realm that God created. Origin's concerns may be significant to some, but they diverge from the far more pressing daily scientific challenges that should be discussed in the science-faith debate. (Davies 34)

The perception that Science and Religion are at odds is nearly invariably the result of the 'conflation' of Science with blind belief systems and Scientism. Therefore, the contrast method emphasises that conflict can be prevented by avoiding the blending of Science and belief into an undifferentiated smear. In the seventeenth century, the Church's rulers condemned Galileo's revolutionary theories as encroaching on their territory because they refused to recognise the boundaries between Science and

Religion. This apparent misunderstanding resulted in a situation where many scientists today still harbour a great deal of animosity toward Religion. Western Science developed within a religious (Christian) cultural context, even if we identify Religion as irrational superstition. Galileo was a devoted Catholic, while Isaac Newton was undoubtedly a zealous follower of the faith. Although they both had issues with orthodoxy and church law, they were unquestionably religious.

Dan Brown, through his work, suggests all the potential outcomes of the dispute and a potential resolution, but he also suggests that it is all pure fantasy even as he makes an effort to close the gap. He claims that a vast disparity always separates Science and Christianity since the dawn of time (Brown 27). However, the conflict is the only way to show that the two can be related. Dan Brown says that while there is no connection between Science and Christianity, there is an intense desire for it to be. In contrast, Ron Howard handled this conundrum in the adaptation by concealing a portion of the novel's ending.

III. FILM ADAPTATION

A Novel is a resource the filmmaker willingly exploits, and here is the moment at which the two media collide - the juncture at which they are in similitude. Being a reader-viewer, it is pivotal to recognise how well a screenwriter catches the storyline and components of the book, with the knowledge that some things will be amended or even deleted to allow for a broad audience purview. The novel's climax was never very cinematic, as its last chapters disclose a highly credible solution to an unresolved dilemma. The film's climax benefits from not necessitating the plot to confront the overt theme of heroism, so the cinematic ending resonates. Also, it takes minimal explanation, keeping the viewer on a good note.

The adaptation shows the Vatican full of intrigue, corruption, and mundane political ambition. The ultimate villain behind the abduction of the Pope and the priest-scientist experimenting with the 'antimatter' and massacring the four cardinals is the Pope's Camerlengo, who intended to be touted as the hero and redeemer of Christendom from ostensible enemies of the Church. All four cardinals are murdered in the novel, whereas in the movie, the final cardinal, who is also a doctor, lives and becomes Pope. This event may be viewed as the outset of science and Religion communion, symbolically breaking down the cliché to attain the zenith of the audience's enjoyment at the moment of catharsis through the art of film. It is the foresight of the director that sculpts the plot and character of the movie. The movie relatively portrays the Catholic Church as influencing cardinal to our age's

hegemony but also symbolises the assaulted Pope and the priest-scientist operating at the particle physics laboratory CERN as profound supporters in the power and licitness of Science to bridge Man and God, which is a brilliant move by the screenwriters David Koepp and Akiva Goldsman.

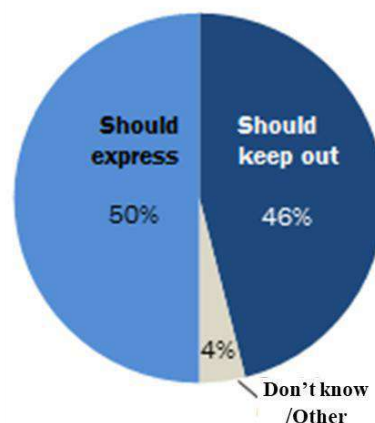
The visuals and verbals are so blended that the non-verbal art (film) coheres well to the space of vividly verbal art (novel) (Bazin 26). The duality that permeates both the novel and the movie from start to end, with the verbal and visual in the base and shell structure, enables the stitching and analysis of several strands of meaning over many symbolic planes.

IV. SCIENCE AND RELIGION: A SCHISM

Even though Science and Religion have a long and tumultuous history together, they almost met in the 16th century over an astronomical debate of whether the sun or the earth was the centre of the solar system. Even today, the conflict continues in different forms and takes up different influential spaces in reflecting or imparting perspectives to the minds of the followers. Considering the social issues, religious affiliation is just one of several factors that help to predict people's views. "It is the least religiously observant Americans who are most likely to perceive a conflict between science and religion", stated lead author Cary Funk in *Today's report*.

Researchers from Pew Research Center reported an article on Science and Religion and presented the results based on the survey conducted on Aug. 15-25, 2014, by landline and cellular telephone, among a nationally representative sample of 2,002 U.S. adults.

The general public is closely divided in its views about the role of religious organisations in science policy debates. Based on statistical modelling techniques that simultaneously parse multiple factors' independent effects, religious factors are central to public views on only a handful of science topics. Overall, half of the adults say churches should express their views on policy decisions about scientific issues, while 46% say churches should keep out of such matters. White evangelical Protestants and black Protestants are more inclined than people in other major religious groups to say churches should express their views on such topics. Most of those with no religious affiliation say churches should keep out of science policy debates.



Survey of U.S. adults, Aug 15-25, 2014.

Fig1: Public closely divided on the Role of Churches in Science Policy Debates by Pew Research

"Religion is flawed, but only because man is flawed." (Brown 366). Dan Brown's narrative has the distinctive esoteric aura shared by all his works, here, a compelling theme of Science and Religion. The narrative plot is revealed to be a complex scheme of destroying the Catholic Church by detonating an atom bomb of antimatter inside the Vatican. Robert Langdon learns that the conspirators are the mysterious Illuminati, a group of scientists who were forced into exile by the Catholic Church hundreds of years ago and now they are planning revenge. Langdon has just a few hours to locate the bomb before it goes off since the explosive has been hidden in Vatican City and unravels the person behind the Illuminati conspiracy. The underlying notion of the film adaption is merely the discovery of a time bomb, and as a result, it mainly concentrates on this theme and creates an exciting treasure hunt without exposing the intention of the Illuminati act and sealing any contradiction to Christianity.

V. THE MAGNITUDE OF REALISM IN FICTION

The Bible is prone to misunderstanding. According to the Genesis story of creation, God created the world in six days. The 'days' of creation might have been metaphorically referring to the length of time- as 2 Peter 3:8 says, "With the Lord, a day is like a thousand years" (Brown 19). The biblical story may not exclude the likelihood that dinosaurs walked the planet before humans, and also, many other scientific theories may be just scientifically possible. Even while Brown frequently plays with Christianity, especially Catholicism, he does not always put Science against 'faith' or 'God'. His writings are neither anti-religion nor anti-

faith; instead, they are anti-dogma, anti-institutional, and anti-patriarchal.

The conflict-relation in Dan Brown’s narrative works because the author created complex characters that stand for opposing extremes. CERN’s director, Maximilian Kohler, is committed to ‘pure science’ and believes that all forms of religion are cancerous (Brown 17-19). In fact, he is convinced that Science will soon offer solutions to all queries, such as “what are we doing here?” and “what is the purpose of the universe?” (Brown 22). Later, it becomes clear that his disdain for religion was not solely the result of scholarly inquiry but was predominantly influenced by personal experience.

Dan Brown portrays Vittoria and her research colleague as part of a community of scientists who do not

necessarily consider their job at odds with religion. Vittoria disagrees with Kohler, stating that Science and logic are “bereft of moral obligation” (Brown 80), making her an optimist among the science-religion rivals.

Contrarily, Pontiffs Camerlengo gradually discloses that he is dubious of any scientific study that the Church does not sanction. He lost his mother in a church bombardment during a Church-Science conflict, which fueled his animosity toward scientific advancements. However, few findings are ‘pure science’ in the actual world; most have ethical, economic, philosophic, or even scriptural significance. Apart from political and social issues, the influence of the Church on the beliefs of Biological or Medicinal advancement is critical.

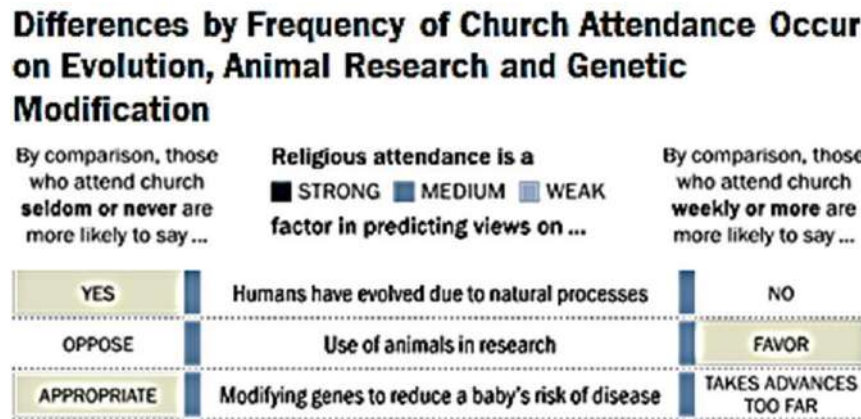


Fig 2.2 Differences of People in Scientific advancements by Pew Research

Power is a significant contributor to social control and conformity. As the supreme power structure, Christianity requires its adherents to acknowledge its doctrine, sacred text, and, most crucially, its sovereignty as truth through elements of confession and pastoral authority. Ideas and changes flow to society through the sieves of the Church’s political power. Similar to how they surrender to political and medical authorities, they voluntarily submit to the Church’s influence, as evident from the above report by the Pew Research Centre. (Funk).

VI. COGNISANCE OF AUTHOR AND DIRECTOR

Dan Brown’s fundamental views on interpretation, knowledge, universal truths and religious plurality inform and influence his worldview and books. It is clear that Brown is attempting to spark conversation as much as crafting narratives. As he says, “My sincere hope is that my novels, in addition to entertaining people, will serve as an open door for readers to begin their own explorations” (Tom Price)

The perspective on Christianity in Ron Howard’s Angels and Demons is more nuanced than in the book. Indeed, prominent members of the Catholic Church (as well as mainline Protestantism) have expressed a desire for a more wholesome discussion between Science and natural theology, which holds that Divinity is a part of the evolutionary process. Ultimately, the film Angels and Demons draws an exciting contrast between religious belief and scientific ‘truth,’ implying that the two are not mutually exclusive. When the film’s protagonist, Harvard professor Robert Langdon, says, “Faith is a gift that I have yet to receive” (Howard, 27:00 min in the Film Angels and Demons), his acceptance and prospective yearning give rise to the suggestion that faith in the divine, in the ultimate benevolence of the cosmos, is as much a question of ingrained subjective trust as it is of logical deliberation. The film’s restriction of the climactic scene wherein Camerlengo defends his actions demonstrates the director’s sincerity in preserving the divine enigma in his script. The practical world is not yet prepared to endorse the Pope bearing a child through artificial insemination. The apparent outburst of the general audience, when they view the

questionable purity of the Pope, will not be a Hollywood-preferred emotion and thus, the plot is aligned in a way where Camerlengo commits suicide at the very instance his mask comes off. Even though the sentiment behind Camerlengo's action pays off, showcasing it will disrupt the hero-villain balance resulting in an Avenger-Thanos scenario. However, Camerlengo's inclination toward violence over humanity will stain the image of Christianity; thus, the director made a wise decision to prevent the controversy.

VII. CONCLUSION

The myth that Science and Religion conflict is more than just a historical misconception. Instead, it has evolved into an effective rhetorical device for political advantage. Despite the fact that there is no fundamental contradiction between Science and Religion, this myth allows for the construction of a dividing line, ensuring that Religion, not Science, continues to be regarded as authoritative in our culture by depicting the Church as dogmatic and anti-science.

According to this perspective, conflation is ineffective in preventing conflict by thoughtlessly blending Science and belief. Rather than honouring the stark contrasts between Science and faith, it is advisable to conflate them into a single fabric. For instance, many orthodox Christians now contend that the Bible is inerrant, divinely inspired, and provides the most reliable scientific data on the origins of the cosmos and life. Moreover, Scientism has no authority over human freedom; it only has control over matter and technology and has flushed modern culture of its religious depth (London), which is why the contrast approach helps remind us that Science may not be the enemy of Religion but rather Scientism. The failure to clearly distinguish between Science and Scientism fuels the misplaced hatred between Science and Religion. The revolution by Ron Howard in submerging the contradictory plot and bridging the possible gaps proved him to be an elite director in the adaptation industry. The movie respects the distinction and yet provides the means to understand and accept them equally. Thus the film wisely advises that faith should not conflict with what we know intellectually but that it comes mainly from the heart.

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Patriarchal structure and place of Women in Angami Society: In the Select Novel

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Received: 29 Nov 2022; Received in revised form: 20 Dec 2022; Accepted: 25 Dec 2022; Available online: 31 Dec 2022

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Abstract— Gender discrimination against women within the matriarchy and patriarchy plays a pivotal role in the protagonist's life in the select novel. This paper examines the protagonist's journey as seen in Easterine Kire's *A Terrible Matriarchy*, and also aims to expose patriarchy for what it is. Kire gives a critical insight into how girls are raised and groomed to be submissive wives. Women's subordination in tribal communities is one of the key themes explored in this novel. As the Angami society is a dominant patriarchal society, this work shows how unfair the matriarchy is to women. This paper focuses on how a matriarch becomes an ardent defender of patriarchy.

Keywords— Patriarchy, Androcentric, Matriarchy, Matrilineal, empowerment.

I. INTRODUCTION

The Terrible Matriarchy by Easterine Kire was published in 2007, Kire is the first Naga writer to write and publish in English. The complexity of colonial crimes and discrimination are shown in Easterine Kire's works, which also depict the harsh reality of living in Nagaland.

In the twentieth century, women's writing is viewed as a powerful platform for modernist and feminist statements. In the last twenty years, feminist works written in English by Indian women have become wildly popular. In describing their writing, many female authors have adopted the term 'feminist,' which represents that, in the modern era, women have realised that they are not helpless or dependent. These facts, portrayed in the works of contemporary Indian women authors, reflect the changed mentality of today's modern women.

India has one of the world's most significant concentrations of native peoples. North-East India is home to a sizable indigenous population and holds a high profile in the community, one of the world's most culturally varied regions. Tribal customs and regulations heavily impact the

native people of the area. Therefore, the community's social, cultural, and political components are influenced and decided by tribal law and order. In Nagaland, women face numerous obstacles that prohibit them from fully participating in the political-social life of their community.

The paper focuses on gender discrimination issues in India, especially in the Northeast, as seen in Easterine Kire's *A Terrible Matriarchy*. This study provides a gendered examination of the systems and practices of violence that define both public politics and private family space in Northeast India. The study analyses vital gender challenges faced by Northeast Indian women, as seen in *A Terrible Matriarchy*. This paper refers to the work of Kire because her narration accurately portrays women's life in North India. The story is autobiographical and draws from her life events; the representation of powerful women in positions perhaps be read as a reflection of the authors' lives. Kire is an influential woman writer who has made a mark in the academy by bringing the forgotten histories of marginalised groups to a worldwide audience in innovative ways. Kire is the first one to write in English from Nagaland. Kire's work portrays the painful reality of life in

Nagaland and the intricacies of colonialism and oppression. It also reflects upon the lifestyle and culture of Angami. *Mari* is one of her bestselling novels *When the River Sleeps* (2015); she received 'The Hindu Prize.'

II. ANDROCENTRIC ANGAMI SOCIETY

A Terrible Matriarchy (2007) by Easterine Kire represents the status of women in Angami society, which has a patriarchal setup and the work is fictitious, and real-world events coexist. There is no doubt that women's position in society has advanced significantly. We have not yet achieved parity in all social and political engagement areas. Modern women in India's academic and administrative sectors are challenging the status quo even as their patriarchal culture struggles to acknowledge their achievements.

Angami society is patriarchal, and its treatment of women regarding their rights to get primary education, property inheritance, freedom of choice with their marriage, divorce, and their very existence is patrilineal. However, we can see that women are the primary source of the family's income through various forms such as agricultural activity, weaving clothes and sweaters, and being good with handicrafts. Naga society is patriarchal, but some women have freedom, and their role is essential for the community's growth. Kire has analyzed the Angami society's culture deeply and dealt with the present situation by bringing her own life experiences based on real people. Kire has given a different perspective on how patriarchy operates in Angami society.

Modern women in India's academic and administrative spheres are challenging the dominant narrative despite the country's persistent patriarchy, which makes it difficult for the government to acknowledge the achievements and skills of women. Writers like Kire have defined the literary identity of the indigenous community by acting as representatives of civilizations that have had to overcome historical marginalization. In the novel, the grandmother represents the docile grandparents whose values contrast with the 'new Naga woman.' Matriarchal dominance is described in the narrative by Dielieno's grandmother. Nonetheless, let us analyze the grandmother's story carefully. Her influence over the young female protagonist is primarily due to fear of society rather than contributing to the community's cultural norms.

III. MATRIARCHAL CULTURE

The novel's title alludes to the grandmother's matriarchal hegemony, which she uses to bury the pain of raising a daughter in a culture where men have all the power. The novel revolves around female characters belonging to three

different generations, and the primary women characters are Grandmother, Mother, and the protagonist Dielieno. This novel is one of the few books about Naga women and how their values and beliefs determine their social roles. Kire's understated emphasis on patriarchal authority is one of the work's distinctive features. Kire skillfully makes maternal authority and the harm it causes to female offspring, as seen through the protagonist Dielieno.

The matriarch is the last stage a woman attains in her lifetime; she becomes a matriarch after living as a mother. Traditional Naga patriarchal values are the root cause of the grandmother's conformist role and the values she upholds. Despite the absence of overt male characters, the work permeates every aspect of the workplace through the subtle yet potent influence of the patriarchal societal order. While trying to mold Dielieno into a 'decent' girl, her grandmother ignores that by exercising her authority, she reinforces the norms of a patriarchal culture that limit women's agency. It is clear early in the book when Dielieno's grandma scolds Dielieno's mother for not including Dielieno in household tasks. Grandma expects Dielieno's parents must make the girl do housework and should stop letting her play around with her brothers. Grandma says, 'No responsible parent would raise their daughter that way' (Kire, 2007). In addition to her worryingly conventional outlook, grandmother's refusal to call Dielieno by her name, preferring to refer to her as 'the girl,' is disturbing to Dielieno, and she asks grandma to call her by her name. Yet, Grandma still wonders where her current identity came from.; Dielieno means 'errand girl' in the Angami language, which is both exciting and relevant.

A matriarch is a woman who influences her community, family, and society. The Grandmother, Vibano, has earned the status of a matriarch. Grandmother takes control of five-year-old Dielieno and prunes her into a docile, dutiful woman to become a good wife in the future and bring honor to her family and society. The grandmother also takes control of the lives of two other women in the novel, Bano and Dielieno's mother. Dielieno has a hard life because of her grandmother's attitude against girl children. In this novel, patriarchy is dominant; the male child's value is more than the girl child in the family. Towards the end, we know that this partial treatment of the male heir is because of socially and culturally constructed beliefs. Dielieno constantly conflicts with Angami's tradition that keeps women under suppression.

The protagonist Dielieno has a loving mother, father, and brothers who support her in the novel. Still, she faces matriarchal oppression from her grandmother, the matriarch of the family who has no consideration for a girl child. Lieno is just a five-year-old child while being sent to

care for her grandmother Vibano. Grandmother has no sympathy for any girl child, so Lieno goes through tremendous household work, which is impossible for a child her age. As a result of her grandmother's lack of sympathy for female children, Lieno exerted compulsion to perform household chores beyond the capabilities of a child her age. It compelled Lieno to follow impossible rules dictated by her grandmother, who believes that a girl child does not require care, education, love, or even an adequate diet of meat and jaggery. Because of her gender, a girl is not even entitled to a slice of beef or jaggery.

What meat do you want?" she simpered sweetly... "I was not the leg, Grandmother; give me the leg." "I was not asking for you, silly girl," she said as she swiftly put the chicken leg into my brother's plate. "that portion is always for boys. Girls must eat the other parts. (Kire, 1)

Lieno's brothers enjoy every privilege imaginable, from the smallest such as having jaggery to eat, extra food, or meat, to the most significant such as inheriting the family property even if the man cannot care for it.

The framework According to Kire's introduction, *A Terrible Matriarchy* has an overarching patriarchal framework and seems to be focused on exposing abuses of the patriarchal system. However, the novel's less obvious understructure is a matriarchy, which abuses the patriarchal framework to justify violence against women by members of the same gender. Kire presents an entirely new perspective on women's oppression in *A Terrible Matriarchy* by depicting the patriarchy as abused by the matriarchal structure, which results in gender suppression within the same gender. In India, gender discrimination is overwhelmingly patriarchal, but Kire addresses the other women in the family who impose women's suppression and oppression in the name of tradition. Extremely oppressive matriarchal pressure is the root cause of women's subjugation.

The novel delineates Angami's tradition, and the book is developing modernity. Modern concepts and ideas are still in their infancy, evidenced by their evocation in the developing Angami society. For instance, menstruation, a natural process, is called 'the curse,' and young girls are unaware of their body mechanisms. Lieno is terrified of such 'adult matters.' Lieno and her friend are apprehensive about purchasing sanitary napkins from a shop run by a man. It demonstrates that the Angami society persists without any development in such matters.

Kire demonstrates how Angami society functions patrilineal through the matriarch. We can see this through the grandmother Vibano's character, where she reserves the property rights of her grandson Vini, who is an

alcoholic and has no job. When Vini is dead, Vibano shares her love for Vini's son and even gives him the right to own the property. Though Lieno stays with her grandmother and does all the work, she does not inherit any property or money from the matriarch. Even Bano, who has lived in her grandmother's house her entire life, performs all housework, although she receives no property rights or money from the matriarch. Nino, Lieno's mother, explains that this patriarchal system believes only the male heir can inherit the family's property or money.

As Nino says, 'widows without sons lost all their husband's property to their male relatives (Kire 250). Kire illustrates this point through Neiko, grandmother Vibano's younger sister, who has remained unmarried and thus spent her entire life at her father's house. However, as far as anyone knows, the home and property belong to Neiko's brother, Sizo. They claimed that Sizo was the legal owner of the property even though he does not currently reside there. As soon as Neiko passes away, they will give it to Sizo.

The grandmother, the matriarch, provides additional food and meat for the male heir and family members because, in her opinion, the man cares for the family. In contrast, a woman is of no use to the family. According to Vibano,

There was no male heir in the family. There was no male heir in the family. They were always in constant danger if there was a war. The women would have only one man to protect them. We love our male children and give them the best food. And we should." (Kire, Pg 35-36)

The common law of society provides only minor attention to the desires and rights of a married woman. Kire gives us a picture of three-generation women, allowing us to observe the lives and positions of women in three consecutive generations of society. Vibano's personal experiences shape how she views men and women. According to Lieno's mother, the grandmother Vibano's gender discrimination against girls stems from how society treats her mother. Vibano's behavior has taken the form of her mother's struggles with being a woman, demonstrating the community in which Vibano developed.

Similarly, when Lieno's mother describes the type of woman a man prefers, we can understand the society in which she lived. Men like quiet and timid women; they do not want an outspoken woman. According to Lieno's mother, Strong-willed and opinionated women are generally not well-received by men. As a result, they value hardworking wives. You are an effective worker, Lieno, but you could stand to be more submissive (Kire 249).

IV. FEMININE CONSCIOUSNESS

The views of Lieno's mother and grandmother illustrate the treatment of women in society, which has remained essentially constant throughout two generations. Women still face many obstacles in today's culture, which is skewed heavily toward men. Women in Naga society experienced significant repercussions at this time of transition since their voices and story excluded from mainstream society and devalued. It is clear that selective participation' is a persistent trend since women's access to decision-making opportunities remains limited. Conventional gender roles that previous generations of Naga women adhered to are stifling and no longer fit the needs of modern society. As much as bestowing personal freedom, an individual should encompass space of all types in all areas, private and public.

For many Naga women in the modern day, Dielieno's unyielding attitude against the pressures of society hurled at her by her grandmother is a good symbol of the struggle to find one's voice and identity in the face of the domineering force of patriarchy. Kire connects Angami's education system's traditional and contemporary modern views toward girl children. Grandmother Vibano denies primary education even for a five-year-old child if it is a girl. According to her, education does not help the girl child become a good future wife or mother, which she considers the only important goal for any girl in Naga society. Vibano believes that educating a girl will make her adamant and will get her into trouble; as she says,

In our days... girls did not attend school. we learned fieldwork and everything we needed to know while holed up at home.... They will always have something to do, so they will be too occupied to cause any trouble (Kire 22)

Compared to Grandmother, Lieno's parents support her attending school. Though they persuade the grandmother to enroll Lieno in school, the grandmother is unhappy with the arrangement and ensures it is only temporary. Lieno's primary goal is to attend school. However, she may attend school if she agrees to complete all house chores on time. Lieno works diligently and excels in her education once she enrolls in school. We see Lieno grow up in an Angami society that places little emphasis on female education. Dielieno gets criticised for her ambition to join college for higher education. Her grandma tells her the harsh reality that men do not choose to marry women with advanced degrees since they see it as a barrier to having children (Kire, 2007). The grandmother internalizes patriarchy since she defends and values the community's cultural standards. She conforms unthinkingly to her gendered role and makes the other women in her home into virtual prisoners, making herself a

submissive victim. (Kire, 2007). Gender equality among Naga women requires them to confront the cultural norm of male superiority while working through the emotional scars of centuries of subjugation. Because of this, tensions are rising between the old and new ways.

Women have been assigned the role of subordinate figures, and their social identity and status have, time and again, not been allowed to rise above that of second-class citizens. This is not new for Naga women deprived of dignity and rights on the pretext of valuing social customs. As Dielieno grows up, she questions her village's harsh and rigid traditions. She learns the hard truths of being a girl while also knowing the wrongs done to her by her grandmother. This is made clear by a pivotal event in the story, after which Dielieno gradually seeks new means of becoming self-sufficient and valuable to the society to which she belongs, calling into question the traditional role of women in Naga culture. She is consistently subversive in her efforts to redefine what is expected in woman's expectations and consciously celebrates female protagonists who are strong enough to make their own choices and take charge of their destinies.

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Through Psychological Analysis of *The Glass Menagerie* -- Laura's Unsound Personality Causes

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Received: 28 Nov 2022; Received in revised form: 19 Dec 2022; Accepted: 24 Dec 2022; Available online: 31 Dec 2022

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Abstract— *Tennessee Williams was one of the three great American dramatists of the 20th century. The Glass Menagerie, which was produced in Chicago in 1994, took him from obscurity to fame. There are many ways to interpret the characters in The Glass Menagerie. This paper analyzes the personality structure of Laura from Jung's persona theory, and deeply reveals the reasons for the formation of the characters, so that readers can deepen their understanding of the text and the characters and reveal the complexity of the human spiritual world.*

Keywords— *Carl Jung, Laura, Personality, Persona theory, The Glass Menagerie*

I. INTRODUCTION

1.1 Tennessee Williams and The Glass Menagerie

Tennessee Williams' masterpiece *The Glass Menagerie* wins the 1945 New York Drama Critics' Circle award as "a new chapter in the history of the Western theater," and is a landmark in American theater history. The play centers on Tom's family, whose mother, Amanda, is a typical Southern lady who worries about her daughter's inability to enter marriage and her son Tom's alcoholism; his sister, Laura, who is disabled in an accident when she is young and spends her days playing with glass animal ornaments; and Tom, who works in a shoe factory but has dreams of becoming a poet. Tom is asked by his mother to introduce a boyfriend to his sister Laura, so he brings his colleague Jim home. Laura has a nice talk with him and goes out of her world but returns to the glass menagerie with the news that Jim is getting married.

To further study this work and examine the mental state of the characters in the drama, this essay will focus on Carl Jung's "persona theory" so that we can accurately acknowledge how Laura's personality developed. And through the analysis of the formation of Laura's personality and her living environment, we can get clues of what causes makes people to get stuck in such a tight situation and can explore the causes of unnormal personal personality.

1.2 The Persona Theory of Carl Jung

Carl Jung devotes his life to the research of psychology. According to Jung, "Personality" is ingredient-rich, which includes all conscious or subconscious thoughts, and feelings. The conscious, subconscious, and collective unconscious are the three levels that make up the complex hierarchy of interactions that constitutes the structure of personality. Meanwhile, the collective contains the personal unconscious and the collective unconscious. The former has some personal qualities, and the latter is a universal

existence. About this concept, Jung says that

“A more or less superficial layer of the unconscious is undoubtedly personal. I call it the personal unconscious. But this personal unconscious rests upon a deeper layer, which does not derive from personal experience and is not a personal acquisition but is inborn. This deeper layer I call the collective unconscious.”
(Jung, 1969)

The personal unconscious has an intrinsic difference from the collective unconscious. Compared with the latter, it is engraved with personal experience and is a personal acquisition. The personal unconscious is made of complexes, whereas the content of the collective unconscious is archetypes. The collective unconscious “is anything but an incapsulated personal system; it is sheer objectivity, as wide as the world and open to all the world.” which provides a set of performed patterns for individual behavior.

There are a lot of archetypes, of which these three archetypes are widely discussed and universally exist—Persona, Anima and Animus, and Shadow, which are located at different levels of personality. Persona is the topmost layer of personality, and its literal definition implies that everyone must put on a mask in order to accomplish some fundamental objectives, for instance, communication, entertainment, work, living, and others. It is of paramount importance for people to have various masks to live so that they can get along well with other people and society. People with social attributes need far more than one Persona; multiple Personae ensure their normal life. At the same time, the relationship between Personae cannot be ignored. If one mask far overwhelms the others, it will lead to personality problems in one aspect or another. Imbalances in personality masks can lead to a variety of unhealthy psychological problems.

Anima refers to the feminine side of the man's psyche and Animus refers to the masculine side of the woman's psyche. Neither Anima nor Animus points specifically to a specific individual. Every man carries in his mind the eternal image of the feminine, which is not the image of a particular woman, but an exact image of the feminine. “Man

has developed his anima archetype by continuous exposure to women over many generations, and woman has developed her animus archetype by her exposure to men.” (Hall & Nordby, 1973) And this image of anima or animus are fundamentally unconscious, a genetic element of primitive origin engraved in people. It is the imprint of the whole of our ancestral experience of womanhood as if it were the accumulation or deposit of all the impressions that woman has ever given. Because this mental image itself is unconscious, it is often projected unconsciously onto a specific one, which is one of the main causes of erotic attraction or rejection. The individual whom the anima or animus repels becomes the target of its dislike or aversion; conversely, it creates eros.

“Shadow is equal with the animal quality while the persona is the social quality of the person.” (Huang, 2016) Shadow is an inherent component as opposed to Persona, which is a behavior norm that develops via social interactions and is the result of socialization and social adaptation. Shadow represents one's own gender and affects one's relationships with other people of the same gender; It is the most capable of holding one's most basic animal nature and is the most powerful and dangerous. Shadow is where the best and worst things in a person originate, especially expressed between people of the same sex. People usually use personae to suppress the power of the shadow. But the shadow is tenacious and will not succumb to repression. Shadow can't and shouldn't be killed for a person with no shadow at all is lifeless and shallow. When the ego and the shadow are in harmony with each other, the person is spirited. When the ego is weak and a person is faced with spiritual dilemmas and survival problems, the shadow will break through the ego and become powerful. So if a man/woman projects repressed shadow impulses onto the same person, they will not get along well with each other.

Personality is composed of many psychological elements, which are not statically and haphazardly stacked together but require a certain amount of psychological energy in order to construct and govern the personality. The personality as a whole constantly absorbs material and spiritual energy from the external world and transforms it into internal psychological energy. This psychological energy is “Libido”, which Jung defined differently from

Freud, who considered Libido as sexual energy, while Jung considered Libido as universal psychological energy. Jung believes that human beings have a desire for perfection and thus have the drive and tendency to develop a sound personality, which is influenced by both the past and the future.

II. THE PERFORMANCE OF LAURA'S PERSONALITY

The outermost layer of personality is the persona, which is the side of a person that is publicly displayed to others, the external image that the world sees, and which aims to give a good impression to others. Carl Jung supposes consciousness has two aspects "attitudes" and "functions". (Wilde, 2011) And in the attitudes, he proposes two concepts Extraversion and Introversion. Laura as a typical introvert person is immersed in her own world, tending to create a rich spiritual world. So, she prefers to stay at home with her glass animals rather than go out and study in class. Laura has an introverted personality that is strongly influenced by the surroundings in which she is nurtured. Laura is shy, timid, inferior, and sensitive due to her closed-off upbringing, her dysfunctional family, and her physical flaws. Since the development of psychological issues is unquestionably intimately tied to the outside world, there are a number of elements that need to be taken into account when examining the construction of Laura's introverted personality, whether it be her personality mask, Anima, or shadow.

2.1 Persona of Sister and Daughter

Obviously, Laura lacks multiple personas. In the intricate social environment, the simple persona-owned Laura confines herself to a specific position, completely isolated from the outside world. Laura behaves exactly as her environment requires and is very well adapted to it. However, if she leaves this environment, she will have nothing to do and will not even be able to survive. Therefore, Laura relies on her environment and is reluctant to leave.

In the drama, there exist two most obvious personas of Laura—Sister and Daughter. The relationship between Laura and Tom is complex. Laura is the shackle that restricts her brother's pursuit of freedom, but she is also the only family member who understands Tom. As for Amanda,

Laura is the only member of the family who listens to her tales of growing up in the South and takes on board her mother's traditional expectations that she would marry into a respectable family. Therefore, Laura consciously assumed the role of intermediary in the family to maintain stability of the family. In the third scene, Tom has an argument with his mother, and after a heated argument, Tom is about to slam the door and throw his coat to the other side of the room, but accidentally hits Laura's small display of glass animals. Laura screams with sadness, so Tom helps to pick up the glass animals that fall on the floor, looking at Laura, as if to speak, but could not say. This episode fully expresses Tom's ambivalence. Tom has complicated feelings for Laura, who seems to be his last concern in this family. Tom's dedication also makes Laura feel guilty. Hence, although she understands that their family still needs her brother's support, she has always had a quietly supportive attitude when listening to his dreams. When the quarrel happens between Tom and Amanda, Laura will persuade her brother to say sorry and ease the stiff atmosphere at home so that the original living condition will not change. This pattern of family members getting along with each other is constantly deepening as these two personas (sister and daughter) become the main personas.

Jung expresses the function of Persona; "It enables one to portray a character that is not necessarily his own. The persona is the mask or facade one exhibits publicly, intending to present a favorable impression so that society will accept him." (Hall & Nordby, 1973) Laura can't make a living in this society because of the lack of multiple personas. She just has simple personas that are a mother's daughter and a brother's sister. When her mother goes to school to ask about her study condition, she knows Laura has left it. "She took the attendance book out and there was your name, unmistakably printed, and all the dates you were absent until they decided that you had dropped out of school." (30) the reason is that "I couldn't go back there. I — threw up — on the floor!" (32) It is clear that she does not have enough personas to cope with social life and academic life. Her sparse persona and crippled body make it impossible for her to integrate into social life.

Because of her inability, she refuses to contact other people so as to she can't develop normal social activities. Laura's one leg is shorter than the other, which causes her a

lot of trouble. In high school, she is late to class several times due to difficulty walking, often walking in after class in full view of everyone. She hesitates before going to school for fear that the brace she wears would touch the ground too loudly. Laura is overly concerned about her physical problems. She handles relationships cautiously, becomes increasingly timid and pessimistic, and becomes increasingly reluctant to participate in social activities. After that, Laura stops going to commercial school and visits art museums and zoos during school hours. She is always worried that she would be teased for not being able to walk up and down the stairs as normally as the other students.

Laura's mental problems are exacerbated by her physical disabilities. Due to the lack of regular social connection, Laura is unable to create different personalities that would adopt her social characteristics. So Laura always stays alone and escapes from the public. Amanda says: "I put her in business college — a dismal failure! Frightened her so it made her sick to the stomach. I took her over to the Young People's League at the church. Another fiasco. She spoke to nobody; nobody spoke to her. Now all she does is a fool with those pieces of glass and play those worn-out records." (52) Other people's impression of Laura is "Not quite all — in the eyes of others — strangers — she's shy and lives in a world of her own and those things make her seem a little peculiar to people outside the house." (64) Because of her locked living environment and disability, she cannot be positive to communicate with other people except her family numbers. When someone approaches her: "Laura sits up nervously as Jim enters. She can hardly speak from the almost intolerable strain of being alone with a stranger." (87)

The persona is somewhat deceptive and is necessary to produce human beings. It enables people to have good interpersonal relations, to get along with people, and is the basis of social life. The most obvious finding to emerge from Laura's various performances is that the single persona has greatly affected her normal life. She can't be able to integrate into society and keeps herself coop up in a small house, jealously maintaining the illusion of family harmony.

2.2 Ideal lover and Animus- Jim

Jung thinks that the anima has a preconception that it likes everything in a woman that is vain and boastful, lonely,

unsupported, lacking in self-confidence, and purposeless, while the animus chooses men who are valiant, intelligent, talented, and physically fit. Anima and Animus are the internal images of persona. Jung thinks that for Anima and animus, people aspire more to what they can't get:

"possession caused by the anima or animus presents a different picture. Above all, this transformation of personality gives prominence to those traits which are characteristic of the opposite sex; in men the feminine traits, and in women the masculine. In the state of possession, both figures lose their charm and their values; they retain them only when they are turned away from the world, in the introverted state, when they serve as bridges to the unconscious." (Jung, 1989)

The anima is the image of the female in the male mind, while the animus is the image of the male in the female mind; Each person has an ideal image of the opposite sex in his psyche, and each person aspires to perfection and strives to become a perfect person. The reason why Jim can temporarily drug Laura out of her isolated world is that Jim fits Laura's image of Animus. According to Jung, there exists one process calls projection. "projection is an unconscious, automatic process whereby a content that is unconscious to the subject transfers itself to an object so that it seems to belong to that object." (Jung, 1989)

In fact, Projection is an unconscious activity, which projects a subjective thing onto an objective one. The projection will not stop until it is discovered by conscious. What the subject doesn't know and what appears to not belong to the subject makes up the majority of the projection's substance. So Laura will project the image of an animus of her own onto one special one—Jim. Because women will first project the father's image unconsciously, and unconsciously look for their lovers like their father. "The first projection of the anima is always on the mother, just as the first projection of the animus is on the father." (Hall & Nordby, 1973) In the drama, although Laura's father doesn't appear and he just like the background of the drama and is mentioned by Amanda, his existence is of great significance. "This invisible father

comes to represent the spirit's desire for freedom and escape –imagination's urge to say "hello-goodbye" to the compromises and limitations of daily life...Tom and Laura have surely inherited this man's spiritual essence..."(Greiff, 1989) This father even though doesn't truly speak or act, is a person who influent his children a lot. So, there are many places in the drama, Tom wants to be a poetics and be free from his family to travel around the world. While Laura cannot leave her family, so she naturally envies these people who are free and enthusiastic like Jim who shares many similarities with her father.

In the first scene, the man in the picture is "a very handsome young man" and "ineluctably smiling".(4) In the words of Amanda, we can see Laura's father is a man always with a kind smile, who is so popular that Amanda chooses him to be her husband. And Jim is just like her father who is love smiling and is popular, Even when she introduces Jim to Amanda, what she says is "See his grin?"(9), so we can see Laura is unconsciously looking for a man like her father. "In high school, Laura had been as unobtrusive as Jim had been astonishing." (68) Jim is a popular figure like a star in high school, while Laura is an adolescent girl with low self-esteem, who could only follow Jim in silence and did not dare to ask Jim to sign the program. People will be caught by someone different from themselves because they may have some qualities they want to hold, especially Jim also upholds so many similar qualities to her father. Jim is enthusiastic, cheerful, and idealistic, which is completely different from Laura. The description of Jim is:

"I had known Jim slightly in high school. In high school, Jim was a hero. He had tremendous Irish good nature and vitality with the scrubbed and polished look of white chinaware. He seemed to move in a continual spotlight. He was a star in basketball, captain of the debating club, president of the senior class and the glee club and he sang the male lead in the annual light operas. He was always running or bounding, never just walking."(67)

Jim in Laura's eyes is charming and perfect. In the scene where two people are alone, the words used to describe Jim are "engagingly" (28), and "terribly

popular"(29) and Laura always has a worshipful demeanor, like "with reflective relish"(30). Jim is a man of great power, both physically and mentally. He is a basketball player in high school and is ambitious for the future by giving elocution lessons. Typically, women are more drawn to these males. And the image of Jim is justly the image of Animus in Laura's heart. "Yes. I liked one once. [She rises.] I came across his picture a while ago.....The operetta the senior class put on. He had a wonderful voice and we sat across the aisle from each other Mondays, Wednesdays, and Fridays in the auditorium."(9) He is so popular at school, which is completely different from her situation. That is one of the things that attracted her to him, in fact, she envies his ability to mingle with others. So when she learns from her mother that the male visitor is Jim, Lola's hard-earned courage to meet the male visitor collapses instantly.

At the same time, Jim wants to save her from her lonely world. Because of her physical disabilities, she chooses to stay at home and stay away from society. However, when Jim comes, he begins to drag her out of her small world. He Praises her: "In all respects — believe me! Your eyes — your hair — are pretty! Your hands are pretty!"(104) Jim is like the man God sent to save Laura, her first crush, and the man who briefly pulls her out of her false fantasy.

2.3 Shadow

The shadow is the most esoteric part of the personality, according to Jung: "The shadow is a living part of the personality and therefore wants to live with it in some form. It cannot be argued out of existence or rationalized into harmlessness. This problem is exceedingly difficult because it not only challenges the whole man but reminds him at the same time of his helplessness and ineffectuality."(28) As we mentioned before, Anima or Animus influence the relationship between the opposite sex, while Shadow influence the relationship between the same sex. People need to tame their animal spirits contained in the shadow, so they develop a strong persona to suppress it. The Shadow and the persona are related. The persona is what people want to show while the Shadow is what people want to hide. That is to say, the shadow is the part not acceptable or not yet acceptable.

Laura's shadow is her disabled body. In general,

Shadow will be projected to another person who has similarities with them. But, because of her closed living environment, Laura can't find other people to project. Laura projects her shadow onto the unicorn. Hence, Jim says that the unicorn is just like Laura. Laura is like the glass menagerie who is fragile and timid. In Laura's eyes, the horned unicorn and the other hornless horses are living creatures and get along harmoniously without quarrel, which symbolizes the relationship between the disabled Laura's fantasy of herself and the real world. Throughout the play, Laura is repeatedly depicted taking care of the glass animals, reflecting that she regards these glass animals as living creatures who share a lot of similarities with her. Laura is an escapist, and the unusual unicorn with one horn symbolizes Laura, who is out of step with the world and disabled. She naively believes that unicorns seem to get along well with other horses, just as she imagines herself to be living in harmony with the real world. But Laura does not realize that she is only escaping from reality, living in the small space she has imagined.

In Lara's personality, the shadow is too strong, there is no strong enough personality mask to suppress the shadow. So, she can't accept her disability and chooses to stay at home. As the unacceptable part, Laura always struggles with the flight between the persona of daughter and shadow. As a daughter, Laura has to cater to Amanda's anachronistic expectations, becoming a southern lady and marrying a good husband, which is impossible for her leg she knows. Because she grows up under her mother's education and knows that she is far from a southern lady. In the drama, with the expectation of Amanda, Laura suffers an amount of pressure. But she deems to disappoint Amanda.

Amanda is completely absorbed in the prosperity of the South. She mentions many times her southern life, "One Sunday afternoon in Blue Mountain — your mother received — seventeen! — gentlemen callers! Why sometimes there weren't chairs enough to accommodate them all. We had to send the nigger over to bring in folding chairs from the parish house." (28) She is proud of her southern life. Amanda doesn't change her southern thought but sticks to the family education following southern tradition. Let ladies marry a wealthy and kind man. Laura's unattractive appearance and slight disability in her leg are not a problem, but in the Southern culture, where women

are expected to please men with their looks and be dependent on them, a limp is a major flaw. This concept is also instilled in Laura by Amanda, which leads to her extreme inferiority complex and psychological disorder.

Usually, children's low self-esteem is related to their families. "It should be noted that the shadow is a social psychological concept because human beings estimate themselves in comparison to others." (Hietalahti, 2019) The relationship between Shadow and Ego is complex. When Shadow can't be accepted by ego and is repressed by ego, the people tend to form unnormal mental status. Laura is stuck in an Inferiority complex, and this point also is mentioned by Jim, "You know what I judge to be the trouble with you? Inferiority complex! Know what that is? That's what they call it when someone low-rates himself!" (97) Because of her Inferiority complex, she can't speak to strangers. When she first meets Jim in her home: "She pauses a second by the Victrola. Then she catches her breath and darts through the portieres like a frightened deer." (75)

At the same time, going to business school and being forced to date both exacerbated Laura's uneasiness. Laura does not want to worry Amanda, so she does not tell her about her withdrawal from school. When Amanda finds out the truth, Laura is overwhelmed with guilt. And Amanda as a southern lady who is obsessed with false prosperity, always emphasizes the importance of marriage and raises her daughter according to past habits. "Resume your seat, little sister — I want you to stay fresh and pretty — for gentlemen callers!" (24) Amanda gives Laura a mass of spiritual pressure. "Laura nervously echoes her laugh.....Seeing her mother's expression Laura touches her lips with a nervous gesture." (27-28) Laura will unconsciously react nervously to her mother's words and actions. Laura's attitude towards her mother is very complicated. The flight of persona and shadow can be shown when Amanda asked her to marry a good man, she replies that she is crippled. There is no doubt that she loves her mother, but driven by the shadow, she has the urge to reject her mother.

The shadow is an archetypal unconscious, a dark side hidden in the subconscious of everyone, a darker version of oneself within each individual. She thinks that she can't be accepted by society because everyone will notice her leg, so she decides to escape; however, when Jim visits her and

breaks the horned unicorn, she knows she is accepted, and he or others don't pay close attention to the noise her leg makes. In fact, Laura herself can't adopt her shadow. But, when she decides to accept it, the shadow in turn changes to one part of her persona.

Laura experiences "normal" life by talking and dancing with Jim at the cost of a broken unicorn. She picks up the unicorn she once cherished and says: "I don't have favorites much. It's no tragedy, Freckles. Glass breaks so easily. No matter how careful you are. The traffic jars the shelves, and things fall off them." (102) After talking and dancing with Jim, Laura begins to break the prison of her own and contact with the real world because she begins to accept the incomplete self. At the same time, her simple personas can not take responsibility for balancing the shadow, so Laura is struggle with the shadow's negative aspect. As long as she can continue to develop another strong persona and increase her contact with society, she will be able to fully transform the shadow into a part of the persona.

III. CONCLUSION

The Glass Menagerie as one of the most successful dramas in American theatre not only depicts a world in decay in the South but also represents a complex family during that period. This essay through psychoanalysis will provide the reader with a fresh perspective on the play and enables us to go more deeply into the hearts of the characters. Combining with Jung's Personality Theory, we can find many factors shaping a three-dimensional character. Laura is not such a character who sinks into her own world without reason. The reason why we can empathize with such a fragile character and give her our pity is that this character is created mixed with so many realistic factors. The archetypes as the main content of the collective unconscious are of great value to analyze so that we can realize the importance of complete and healthy archetypes and get universal inspiration.

Laura grows up in an incomplete family and is not complete in terms of persona. Because of her single personality mask, she is not able to integrate into society or communicate with the outside world. Self-inferiority complex and physical disability make Laura addicted to her imaginary world—the glass menagerie. The tragedy of

Laura is not only the tragedy of this family. It is more realistic in the general environment of ordinary people's life of helplessness and struggle. The tragedy of this family is caused by both the period and specific people. The mother clings to the past, the brother seeks adventure but must support the family, the sister is weak and defenseless, and the father flees the house.

Everyone is affected by their family and the social environment. Nowadays, so many people are influenced by their original family and their defects. Mental health is a growing concern. Through the analysis of Laura's personality, the importance of a complete personality is self-evident.

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The special relationship between text and illustrations in *Castile and Andalucia* by Louisa Mary Anne Tenison

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Received: 22 Nov 2022; Received in revised form: 16 Dec 2022; Accepted: 23 Dec 2022; Available online: 31 Dec 2022

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Abstract—Many studies show the close relationship that exists between text and illustration. In the case of travel literature, this relationship is much closer, as for most of the authors whose work is related to travel literature, illustration is as necessary as the text in order to convey to the reader the reality that they have experienced far home. In many cases, it was the writer who illustrated the book, but on other occasions the writer commissioned the work to a professional illustrator. The case of Louisa Tenison catches our attention, given that, despite being a drawer, she orders the illustrations that depict figures to a professional illustrator while landscapes belong to her own sketches. This paper tries to emphasize how special this traveler is, because she is still one of those many forgotten, ignored and silence ones and who also not only wrote what she saw but also drew it. With this work we intend to describe the author's need to capture both with words and with strokes her experience in Andalusia.

Keywords—English literature, Louisa Mary Anne Tenison, travelling literature, *ut pictura poesis*, women authors.

I. INTRODUCTION

I-Introduction; II-Context; III-*Castile and Andalucia*; IV-Relationship between illustrations and texts of her work; V-Conclusions; References.

The landscape and architectural drawings are from my own sketches, but the figures are from the pencil of Mr. Egron Lundgren, a Swedish Artist now residing in Seville, whose admirable delineations of Spanish life and customs are well known to those who have had the pleasure of visiting his studio. (Tenison, 1853:5)

The relationship between travel literature and illustration is well-defined by Quintus Horacio Flacus, known in the English-speaking world as Horace, when he formulated the well-known Latin phrase: *ut pictura poesis* (Jiménez and Rivas, 2022). Although it was more common that writers commissioned the illustration of their work to professional drawers so they could draw the landscaped and scenes from everyday life by reading the text, there were also cases in which the writer oversaw illustrating his or her own words.

This was roughly the case of Louisa Mary Anne Tenison, as she was the one who took paper and pencil to draw the landscapes she saw during her stay in Spain but at the same time she contacted a professional drawer to collaborate with her to draw figures and scenes.

The main objective of our research is to understand the real connection of Tenison's written words and the drawings of her book. At the same time, our intention is also to find out her necessity of drawing her own sketches and if there is any reason why she contacted a different artist to draw situations and people.

Likewise, with the present work we intend to highlight the capacities and sensibility of women travellers to reflect the culture, customs, and landscapes of Andalusia. As whenever we think about English travellers in Spain exclusively masculine names arise to our minds first: as Thomas Roscoe or Richard Ford. The necessity of giving the same visibility to these female travellers is our main reason for researching about this topic.

II. CONTEXT

Before we go into further detail, we would like to briefly summarize what will we discuss in the present section of the paper. First of all, we would like to provide some context about the relationship between painting and literature. After that, we will introduce Lady Louisa Mary Anne Tenison so that we can understand her relationship with fine arts.

2.1. The historical relationship between text and illustration

From ancient times, the relationship between text and illustration is highly close. At the beginning this connection was not precise but after many centuries of Greek antiquity, the first illustrated roll of papyrus was found.

It is from the eighteenth century, when the relationship between both disciplines becomes almost unbreakable. The author of travel texts already recognized in the artist the gift of truly describing the trip, since the best part of nature could only be seen through illustration (Almárcegui, 2012). Hence, most of travelling books which belong to that century were already illustrated.

Estos materiales suelen contener, aunque de forma desigual, mapas, planos, dibujos, croquis y acuarelas que reproducen plantas, animales, vistas de ciudades o retratos de sus habitantes que no solo constituyen un complemento de la parte escrita conforme a una tradición que reconoce el valor didáctico de la imagen, sino que cumplen, también, una innegable función estética. (Uriarte, 2018:261)

(These materials usually contain, although unevenly, maps, plans, drawings, sketches and watercolors that reproduce plants, animals, views of cities or portraits of their inhabitants that not only constitute a complement to the written part in accordance with a tradition that recognizes the didactic value of the image, but also fulfill an undeniable aesthetic function)

2.2. Travels to Andalusia in the 18th century and Lady Louisa Mary Anne Tenison

As per Jiménez (2022), travels from England to Andalusia began to be very frequent after the second half of the 18th century. The aim of these travellers was to escape from modern and industrialized countries to less developed places in order to go back to the past. Coming to Andalusia was in those days the best way of travelling not only from one place to another, but in time.

Males were free to travel and to write, not just travelling books but also about any other topic of their interest. Women were to be at home and vanned from giving their opinion about architecture, politics, science, or any other

activity which was not related to housekeeping. Many of these first women authors were high class ladies who travelled accompanying their husbands; and choosing travel literature was the way they found of expressing themselves regarding all those forbidden subjects.

III. CASTILE AND ANDALUCIA BY LADY LOUISA MARY ANNE TENISON



Fig. 1: A portrait of Louisa Mary Anne Tenison by Marta Jiménez Miranda

Lady Tenison (1819-27- 1882) was one of the afore mentioned ladies who married a traveller. Edward King Tenison was deeply interested on travels around ancient cultures and decided to visit Andalusia; and, after doing so he continued the trip through Castilla. Lady Tenison accompanied him during the whole tour and wrote a book *Castile and Andalusia*, where she depicts every experience lived and every interesting and picturesque situation they saw. Pato (2015) said that her work in the book was praised by Richard Ford himself in *The Athenaeum* magazine.

IV. RELATIONSHIP BETWEEN ILLUSTRATIONS AND TEXTS IN HER WORK

Although visitors from the 18th century used to see our culture and customs in a similar way, their descriptions tended to be more objective. However, during the 19th century most of the travellers that used to visit Andalusia were writers, as a consequence their descriptions were highly descriptive and subjective, and as Serrano Segura (1993) said they adopted “el sentimiento, la intuición, la imaginación, la ensoñación poética, el éxtasis” (feeling, intuition, imagination, poetic reverie, ecstasy) in their contemplation of Spain.

Landscapes represent a leitmotif for the 19th century writers (Rivas y Jiménez, 2022). Illustrations of landscapes are very frequent in travelling books and they were usually accompanied by the description of what they saw. At the same time, we would like to highlight that the way they used to describe landscapes used to become pictorial.

This is precisely what caught our attention in Lady Tenison's book *Castile and Andalucia*. More than twenty illustrations of landscapes that captivated the heart of the lady traveler are accompanied by a description of what she saw during her stay in Spain.



Fig.2: Málaga from ermitas (Tenison and Lundgren)

“At the foot of the hill the plain extends itself towards the town, the whole of which may be seen, with its Cathedral, Alcazaba, and Gibralfaro, and the mountains stretching on towards Velez Malaga. In wandering through the defiles up the valley of the Guadalmedina, you come occasionally on lofty bridges spanning the ravines, which serve to convey water from the mountains to irrigate the fields valleys, and running along the mountain sides; the moisture they diffuse around, making their neighbourhood a favourite haunt for wild flowers.” (Tenison, 1853-22-24)”.

The literary description of Lady Tenison represents what we already mentioned before: words can help readers to create a picture in their head about the described landscape, situation or person but helping them with an illustration makes the description complete. Doing this, Lady Tenison achieved what she wanted: to share with the reader a precise depiction of Málaga. At the same time, the person who reads the text is able to understand what the author felt in that moment thanks to her literary description. Especially when she says: “...and running along the mountain sides; the moisture they diffuse around, making their neighbourhood a favourite haunt for wild flowers.” What we find particularly literary, as makes frequent use of the letter “r”, which conveys the irregularity of a mountainous landscape, which is what we see in the picture.



Fig.3: Lanjaron (Tenison and Lundgren)

“The ride was tiresome, the heat overpowering; and we were not sorry when turning round the brow of a hill we saw Lanjaron before us, lying on the slope of the mountain backed by the lofty range of the Sierra. Before the town, rose its old Moorish castle, perched on a steep rock rising from the valley below on the opposite side precipitous cliffs bounding the landscape. A more enchanting view than this can be seldom seen, so many circumstances contribute to lend it such singular beauty. The lofty mountain slopes down as it were straight into the vale beneath, where every variety of vegetation which clothes the Sierra is seen at a glance. Above, a barren slaty rocks, then waving fields of corn; then vast forests of chestnuts, interspersed with the almond and the olive. Next comes the town with its white flat-roofed houses, below which the very declivities are clad with the productions of tropical climes; the orange, the citron, and the pomegranate displaying their bright green foliage. The contrast in winter must be strange indeed between the sparkling fields of snow above, and the golden fruit of the trees below.” (Tenison, 1853-126-128)

Along this description we notice that the author is a well accomplished painter, as she uses painting techniques through her adjectives. She “paints” colors of leaves, rocks, and houses; the reader can see them almost perfectly. Adjectives become her main tool to express what she saw.

Rivas and Jimenez (2022) conducted a research regarding this matter and said:

“Estas descripciones textuales «pictóricas» son muy frecuentes en los relatos de viajeros y viajeras románticas. En otros casos, el equilibrio en la relación estética entre imagen y texto hace que podamos tildarlos, en términos de Romea Castro (2003: 402), de

relatos «iconotextuales», dada la importancia de los dibujos, las láminas, las litografías y los grabados, que no solo acompañan y apoyan al texto, sino que llegan ser más importantes que este (Calvo Serraller, 1995).”

(These "pictorial" textual descriptions are very frequent in the stories of romantic travelers. In other cases, the balance in the aesthetic relationship between image and text means that we can classify them, in terms of Romea Castro (2003: 402), as "iconotextual" stories, given the importance of the drawings, the plates, the lithographs and the engravings, which not only accompany and support the text, but also become more important than the text.)

Despite the fact that the description of landscapes is more common in this type of literature, the study of the relationship between texts and illustrations that describe traditions and habits is equally or even much more interesting. Both realities are unknown to the foreign reader, but it is much easier to imagine what a landscape might be like based on a text that describe elements known to the reader (mountains, plants, houses...), than to imagine an unknown reality such as any Spanish tradition or situation during those old years. Therefore, we consider the support of the image much more necessary in these cases than in any other.

An architectural feature that used to catch English travellers' attention were the “rejas”, the author Christopher Howse devoted a whole chapter of his book to explain what “rejas” are and why are they so special. He did not miss the opportunity to accompany the descriptions of the different types of “rejas” with some sketches where he drew the shape of this characteristic complement of windows.

“Reja, meaning “a rod of iron”, of the kind that blacksmiths hammer into shape, derives from the Latin regula”. [...] (Howse, 2011:43).

The author of the book we are analyzing goes a step further, as she does not talk about aesthetic characteristics itself, nor does she comment on the actual use of the aforementioned element, but rather describes a very common and picturesque scene that is usually seen at the Spanish “rejas” from any corner of Spain.



Fig. 4: Talking at the reja (Tenison and Lundgren)

“They meet at the theatre, see each other at the paseo, and the young ladies, when they are engaged to be married, find it more agreeable to talk to their lovers at the reja, than excite their jealousy by accepting the attentions of others in a crowded ball-room. As young people, under such circumstances, are not generally allowed to be together without the presence of some third person, which we must presume to be very disagreeable, the lady stations herself at the window on the ground-floor, and there, with the jealous reja between her and her lover, she can discourse at her leisure, while he stands in the street, enveloped in his cloak. And there they converse by the hour, and whisper so low, that not even the passersby can catch the echo of their voice”. (Tenison, 1853-187, 188)

According to Gijón Jiménez (2016) travelers' books show an evolution of Holy Week as the centuries go by. From the 16th century, when travelers saw penance and the processional steps as an act of faith, until the 18th century, when they began to criticize the most irrational customs and the lack of faith of many participants who sought social prestige through the celebration or hide immoral behavior.



Fig.5: Procesion in church (Tenison and Lundgren)

“The images or "pasos" belong to certain religious

associations called Cofradías. Founded in days gone by, when faith prompted people to attend them, and look on them with some feelings of reverential awe; but that spirit has passed away, and now they are chiefly supported by the innkeepers and tradesmen of the town, who contribute largely to their funds, not from any devotional zeal, but as a source of profit, and from the knowledge that they attract a crowd of both natives and foreigners, and thus afford them an opportunity of considerably improving their temporal interests.” (Tenison, 1853-200)

From what we can see, this later vision that Gijón Jiménez talks about represents the case of the author in question, when she says, “not from devotional zeal, but as source for profit”. The illustration attached to the text provides the reader with that image so difficult to recreate in a foreign mind. The crowd of people of all classes waiting for the processions to pass, as Tenison rightly indicates “from the knowledge that they attract a crowd”.

It is also interesting in this type of research to analyze the illustrations that show not only daily scenes of the destination country, but also the illustrations that contain men and women dressed in traditional costumes. The main purpose of this type of illustration is no more than to highlight the exotic or picturesque so that they usually appear in front, in profile or from behind, since the least important characteristic of the drawn person is the face or any element of the environment. (Uriarte, 2018:267)



Fig.6: *Mantilla de tiro* (Tenison and Lundgren)

“The precipitous streets of Grazalema are most picturesque, with charming fountains here and there, round which the women were grouped in their gay-coloured petticoats and “mantillas de tiro,” as the head-dress of the humbler class is called.” (Tenison, 1853-

252)

This is the case of the “mantilla de tiro” in Tenison's book, we are barely able to distinguish her face, but we are able to understand the silhouette, the tones, and the way in which this type of *mantilla* is placed. In the text, Tenison does not give a detailed description of what the “mantilla” is like, but she makes clear which is the social class who wear this type of attire.

The Andalusian patios of Spanish houses are one of the most special aspects that catch a British traveller so that they are continually highlighting them in their texts and illustrations. They usually described them as a very characteristic part of the house, which was an heritage from the Muslim culture.

“The houses are, for the most part, built in the Moorish fashion, with a quadrangular patio, or court, in the centre, where stands a marble fountain, constantly distilling limpid water. These courts, during the time of the summer heats, are covered over with a canvas awning, and beneath this the family sit during the greater part of the day. In many, especially those belonging to the houses of the wealthy, are to be found shrubs, orange trees, and all kinds of flowers, and perhaps a small aviary, so that no situation can be conceived more delicious than to lie here in the shade, hearkening to the song of the birds and the voice of the fountain”. (Borrow 1843: III, 192-3)

As Ortega Cantero (2002) rightly indicates: “El patio andaluz es, en resumen, un lugar propicio para el descanso y la tertulia, también para la soledad y el ensimismamiento; conforma un ambiente grato y sensitivo, recogido y sugerente, y evita los rigores de la temperatura excesiva” (In summary, the Andalusian patio turn out to be an ideal place for restint and gathering, also for solitude and self-absorption; it forms a pleasant and sensitive environment, collected and suggestive, and avoids the rigors of excessive temperatures). Therefore, the author of *Castile and Andalusia* cannot avoid representing a scene that she experienced during her stay in Andalusia in one of those characteristic two-story patios, surrounded by vines and the children who spend most of the time playing there. The author does not hesitate to take a pencil and paper to immortalize that picturesque situation between the priest and the children who receive the sweets with joy.



Fig.7: Patio in Ronda (Tenison and Lundgren)

“While they were studying Roman antiquities, I sketched the little patio, surrounded by a group of noisy children. Their attention was diverted from me by the arrival of the parish priest, who sat himself down amongst them, and was soon overpowered by offers of “dulces,” and cakes of every description.” (Tenison, 1853:259)

If the scenes and landscapes that we have analyzed so far were interesting for English travelers in Andalusia, what we will analyze next is an element that even today continues surprising any British person: the *brasero*. A curious element that gives off heat underneath of each table in Spain.

Even though at the time of the traveler Penelope Chetwode it was already used with a table and its cloth, so that the heat would not escape, she did not want to give a translation to the word brazier either, as Tenison says. Penelope Chetwode refers to this item as a “cozy table”:

“Supper was at the ‘cosy-table’, which is always round with a wooden platform underneath it six inches off the ground, in the middle of which a brazier fits into a hole specially made to receive it. Into this brazier hot cinders are scooped from the open fire and your toes toast deliciously while a thick baize tablecloth covers your knees.” (Chetwode, 1963:29)

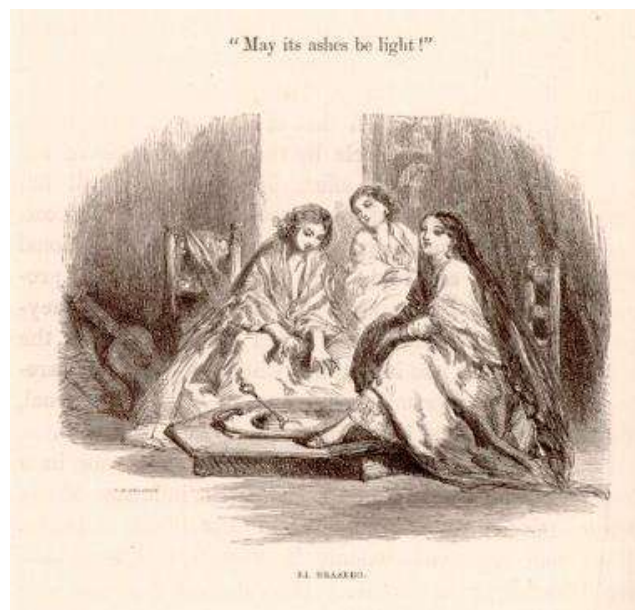


Fig.8: The Brasero (Tenison and Lundgren)

““The brasero” is a thing so purely Spanish, that it will be vain to look for a word answering to it in any foreign language; not being good hands at translations, we aspire, although unworthily, to the name of originals. It is nevertheless true, although much to be regretted, that if things take their present course, the country of the Cid will soon have but little left peculiar to itself: the laws, the literature, the manners and customs of our ancestors will disappear, and even now there is not much remaining. ” When that day comes, the ‘brasero’ will be put aside, as an old-fashioned piece of furniture; its place will be filled by the French or English fire-place; the small brass shovel will yield to the bellows, and we shall blow the fire instead of scraping the ashes together.”(Tenison, 1853:399)

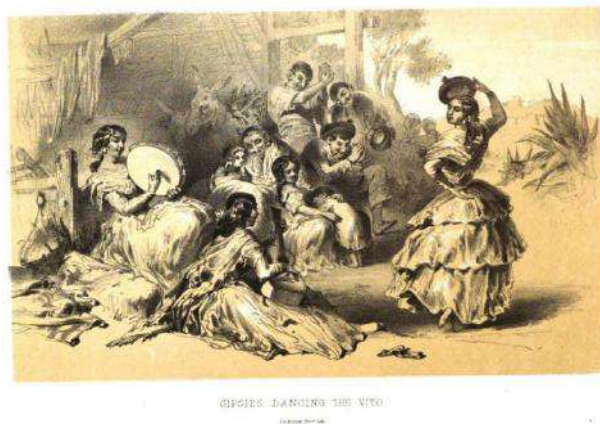


Fig.9: Gipsies dancing the vito (Tenison and Lundgren)

After analyzing all these landscapes, scenes and situations we found also important to include in this research an

article from The Spectator that describes the impressions of the book on those days from British eyes.

The article was written by Lady Louisa Yenisei and published in The Spectator about Tenison's book is very interesting, as she describes the book not only as a travelling book but as a piece of art, as she writes exclusively about the illustrations of the book. What caught our attention of the article is the description she made about the above illustrations. She says that she find men lifelike while ladies look like men in disguise.

By Lady Louisa Yenisei

Castile and Andalusia is not to be considered wholly as a book of travels: it is also an illustrated work, abounding in wood-cuts, and with many lithographic drawings on a large scale. Of these, the figures are by Egron Lundgren, 'a Swedish artist now resident at Seville'; and the sketches display much accuracy of character, with appropriate employment in the persons and life in the action. Mr. Lundgren, however, seems to have a turn for conventional or fashionable grace in his -female figures, which may interfere with their perfect truth. In the plate of gipsies dancing, the men are lifelike, but the young women have a character of refinement, as if they were rather males in masquerade. The landscapes, by Lady Louisa, are amateur productions of very great merit. Considered as artistical productions, they vary with their subject. Where that forms a picture of itself, as in the view of the bridge at Ronda, or the view of Grazalema, the drawing is complete. Where the nature itself is incomplete, or the subject extensive, as in the view of Granada, something is wanting of the composition or the effects of the professional artist. Altogether, it is a very handsome volume, creditable alike to the taste and accomplishment of Lady Tenison and the spirit of Mr. Bentley. (The Spectator 1853:17-18)

V. CONCLUSION

As a result of our study of Tenison's book and work, we are more aware of the importance of an image that accompanies a text in travel literature. That famous expression "a picture is worth a thousand words" is under no circumstances unsubstantial. For the author of the book, it was essential to be able to bring the reader that reality that she experienced, and it was not enough with words, because trying to explain a totally unknown reality to another and trying to make them imagine it as turns out to be complicated and, on many occasions, impossible. However, if we help ourselves with an image, achieving our goal is much easier. Words and image can bring you to a moment and a place, can make you

smell and hear. Both arts together can make the reader travel without moving from home.

Although at first we doubted if Tenison did not feel confident enough to illustrate the scenes herself instead of commissioning an illustrator, we came to the conclusion that during her trip, Tenison met Lundgren and that she was so impressed with his talent after visiting his studio that Tenison decided to commission the illustrations from him. Lundgren had lived in Seville for many years, so she could not think about anyone better to capture all those realities that she longed to bring back to England.

Although surely for all travelers, even for Tenison, the illustration of their works was something instinctive or they simply wanted to improve their texts by accompanying them with something visual and beautiful. Jiménez and Rivas (2022) close their article saying:

"Está demostrado que el aprendizaje visual es más fácil de comprender y se retiene durante más tiempo en el cerebro que el textual. Es por ello que consideramos de gran importancia la presencia de la ilustración en la literatura de viajes. El lector es capaz de transportarse al lugar que nos narra el autor gracias a dicha relación en los libros de viajes".

(It has been shown that visual learning is easier to understand and is retained longer in the brain than textual learning. That is why we consider the presence of illustration in travel literature to be of great importance. The reader is able to transport himself to the place that the author narrates thanks to this relationship in travel books)

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CTE Stakeholders' Perception Towards BISU-Clarín Interns

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Received: 25 Nov 2022; Received in revised form: 11 Dec 2022; Accepted: 20 Dec 2022; Available online: 31 Dec 2022

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Abstract— This study was conducted to determine the perception of CTE Stakeholders towards Bohol Island State University (BISU) Clarín campus Interns. The respondents of the study were the 88 cooperating teachers coming from the different Host Schools in the Department of Education, Division of Bohol. Wilcoxon Signed Rank test with Bonferroni correction was employed in the study. Result showed that the overall performance of the BISU Interns is “Outstanding”. Among the ten categories, the result revealed that there is a significant difference in the following categories 2 (Verbal Communication) and (3 Written Communication) with p -value of 0.0010, categories 3 and 9 (Coachability/Follow Instruction) with p -value of 0.001, and categories 9 and 10 (Attention to details/Accuracy) with p -value of 0.001. The findings of this study can be a good input for the development of intervention to improve the performance of interns particularly on written communication and problem-solving skills since these are only two categories interpreted as Very Satisfactory. It is likewise recommended that the faculty would consider integrating more activities that could enhance the written communication and problem-solving skills of the education students. The researchers also recommend to give the interns a pre-deployment seminar-workshop to enhance more their capability along their practice teaching journey.

Keywords— Cooperating Schools, Practice Teachers, Public Education System, Evaluation

I. INTRODUCTION

Bohol Island State University- Clarín Campus offers education programs. Governed by the Commission on Higher Education (CHED), the students enrolled in these programs shall undergo Experiential Learning Courses (ELC) to wit: Field Study 1 and 2, and Student Internship Program. ELC in any Higher Education Institutions is indispensable component of the new Teacher Education Curriculum, per CMO No. 30, s. 2004 in accordance to the National Competency Based Teacher Standards (NCBTS) which is the core of the Teacher Education Development Program of the government.

Anchored on the CMO No. 23, s. 2009; and CMO 104, s. 2017, CHED emphasizes the strong partnership with the Host Training Establishment (HTE). These HTEs are the recognized public schools in the Department of Education. However, DepEd also accentuates the guidelines on Student Internship program through the issuance of DepEd Memo

39, s. 2005. With these, the responsibilities of student interns and the host schools are observed and monitored in order to strengthen partnership in producing new sprout of competent educators of the future generation.

Student internship is an important component of becoming a teacher. It grants student teachers experience in the actual teaching and learning environment (Perry, 2004). During practice teaching, a student teacher is given the opportunity to try the art of teaching before actually getting into the real world of the teaching profession (Kasanda, 1995). Student teachers also know the value of teaching practice and as remarked by Menter (1989), they perceive it as ‘the crux of their preparation for the teaching profession’ since it provides for the ‘real interface’ between studenthood and membership of the profession. As a result, student internship creates a mixture of anticipation, anxiety, excitement and apprehension in the internship (Manion *et al.*, 2003; Perry, 2004). Interns are considered neophyte in the new environment and that they are still students who are

in the stage of developing themselves professionally, so the way they perform the expected tasks in the delivery of instruction, classroom management and their interaction with other personnel in the assigned school may or may not be perfectly executed.

BISU- Clarin and some public schools in Clarin, Tubigon, Inabanga and Sagbayan are allies in this program for a very long time already. Every year, the cooperating teachers share positive feedbacks, negative comments, and related issues regarding student internship. These matters are inevitable in the entire practice teaching endeavor. In fact, since the introduction to practice teaching into the education program in BISU-Clarin College of Teacher Education (CTE), there is no empirical studies that had been conducted to find out how the CTE Stakeholders perceive the actual performance of the interns. Hence, a study to assess how the Stakeholders perceive the interns' performance is deemed appropriate. At the same time, this will help the College to create skills development program for interns.

Objectives

The study generally aims to investigate the CTE Stakeholders' perception towards BISU- Clarin interns. Specifically, the study aims to:

1. Know the level of perception of the respondents towards BISU-Clarin interns in terms of the ten categories namely: (1) Attendance and Reliability, (2) Communication Skills, (3) Written Communication Effectiveness, (4) Professional Presentation, (5) Positive and Engaged Participant, (6) Independent Thinking and Ethical Behavior, (7) Teamwork/Cooperation, (8) Problem Solving, (9) Coachability/ Follows instructions, and (10) Attention to details/ Accuracy.

2. Determine the significant difference among the categories on the perception of CTE Stakeholders.
3. Determine the implication based on the result.

II. METHODOLOGY

In this study, a descriptive survey was utilized. The locale of this study was in BISU Clarin campus located at Poblacion Norte, Clarin, Bohol. BISU is a state university which accommodates the educational needs of the Northern part of Bohol. The respondents were the eighty-eight (88) CTE Stakeholders who are the Cooperating Teachers and Principals from the selected Cooperating Schools in Clarin, Inabanga, Sagbayan, and Tubigon broken down as: Clarin Central Elementary School- 10; Bonbon Elementary School- 6; Nahawan Elementary School- 6; Bacani Elementary School- 6; Caboy Elementary School- 6; Nahawan High School- 12; Inabanga High School- 15; Sagbayan High School- 12; Tubigon West High School- 15.

In gathering the data, a standardized questionnaire was given to the respondents. This questionnaire has ten (10) items with corresponding categories namely: (1) Attendance and Reliability, (2) Communication Skills, (3) Written Communication Effectiveness, (4) Professional Presentation, (5) Positive and Engaged Participant, (6) Independent Thinking and Ethical Behavior, (7) Teamwork/Cooperation, (8) Problem Solving skills, (9) Coachability/ Follows instructions, and (10) Attention to details/ Accuracy. This was answered by the respondents but the unit of analysis of the study was the interns' performances during their Practice Teaching Program in their respective schools. The data were then collated, tabulated, and interpreted using Microsoft Excel.

III. RESULTS AND DISCUSSION

Table 1. Level of Perception of the Respondents towards BISU- Clarin interns (n=88).

Category	SD	Mean	Descriptor
1. Attendance and reliability	0.66	4.22	Outstanding
2. Communication skills	0.60	4.36	Outstanding
3. Written communication effectiveness	0.59	4.13	Very satisfactory
4. Professional presentation	0.57	4.26	Outstanding
5. Positive and engaged participant	0.57	4.32	Outstanding
6. Independent thinking and ethical behavior	0.67	4.21	Outstanding
7. Teamwork/cooperation	0.57	4.31	Outstanding

8. Problem solving skills	0.63	4.17	Very satisfactory
9. Coachability/follows instructions	0.59	4.44	Outstanding
10. Attention to details/accuracy	0.63	4.19	Outstanding
Composite	0.61	4.26	Outstanding

Legend: SD (Standard Deviation)

It can be gleaned on Table 1 that category (9) *Coachability/Follows instructions* ranked the highest with a weighted mean of 4.44 that is interpreted as *Outstanding* while category (3) *Written communication effectiveness* ranked the lowest that is interpreted as *Very satisfactory* followed by (8) *Problem solving skills* with 4.17 weighted mean

interpreted also as *Very satisfactory*. However, the rest of the categories are *Outstanding*. This result is similar to the findings of the study of Digo (2020) that revealed an overall strong positive internship competency level where it showed that both the BSED and BEED interns were performing well in during their practicum.

Table 2. Significant difference among the categories on the perception of CTE Stakeholders (n=88)

	Category 1	Category 2	Category 3	Category 4	Category 5
2	0.088	-	-	-	-
3	0.275	0.001	-	-	-
4	0.480	0.088	0.059	-	-
5	0.194	0.567	0.007	0.251	-
6	0.876	0.023	0.291	0.346	0.142
7	0.266	0.507	0.006	0.433	0.847
8	0.594	0.020	0.568	0.211	0.035
9	0.016	0.257	0.000	0.003	0.083
10	0.763	0.012	0.275	0.297	0.050

	Category 7	Category 8	Category 9
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	0.012	-	-
9	0.050	0.001	-
10	0.039	0.655	0.0000

Significant difference among the categories on the perception of CTE Stakeholders was presented in Table 2. The result showed that there is a significant difference on each comparison based on Bonferroni significance level of 0.0011. Specifically, there is a significant difference between categories (2) *Verbal Communication* and (3) *Written Communication* p-value of 0.0010, categories (3)

Written Communication and (9) *Coachability/Follow Instruction* with p-value of 0.001, and categories (9) and (10) *Attention to details/Accuracy* with p-value of 0.001.

IV. CONCLUSION AND RECOMMENDATION

The results of the study convey that the BISU Clarin Interns delivered highly competent performances with good

character and demeanor as this is presented with an outstanding result. However, written communication skills and problem solving skills ranked lowest among the categories. Hence, this can be good input for the development of intervention to improve the performance of the BISU Clarin Interns particularly on written communication and problem solving skills. It is likewise recommended that to the faculty would consider integrating more activities that could enhance the written communication and problem solving skills of the education students. The researchers would also recommend to give the pre-service teachers a pre-deployment seminar-workshop to enhance more their capability along practice teaching.

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Hunting *f* Factors: An Islamecocritical Analysis of Selected Canadian Hunting Poems

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Received: 19 Nov 2022; Received in revised form: 15 Dec 2022; Accepted: 23 Dec 2022; Available online: 31 Dec 2022

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Abstract— *For food; fur; fat; and fun, humans hunt. The literary analysis of these hunting factors is commonly non-religious being based on secular Ecocriticism. With the coinage of Islamecocriticism (Islamic thought integrated into ecocritical theory), the current study aims at bridging a gap in academia by illustrating the input of Islam concerning hunting through literary criticism. The three angles of Islamecocritical theory: religion, literature, and environmentalism are fused to introduce crucial hunting rulings that govern the relationship between the hunter and the prey. The argument is not based on humans' whims, but it is derived from heavenly wisdom whose goal is the benefit of all creatures. With the development of the discussion, some suggestions and solutions are traced in selected Canadian hunting eco-poems. Though the field of discussion is Canadian, it is intended to be applied to any hunting field.*

Keywords— *Canadian eco-poetry, hunting factors, hunting rulings, Islamecocriticism*

I. INTRODUCTION

Hunting is a controversial practice among contemporaries. Proponents demand that it is freely practiced; opponents call for its total banning. Islam's handling of hunting comes in a middle position between hunters and anti-hunters. Incorporating Islam in the poetic investigation of hunting via Islamecocriticism relies on the fact that "Islamecocriticism addresses about one-quarter of the world population. It touches on Muslims' religious convictions and alerts them to the fact that environmentalism has been an abandoned duty but now becomes a life priority. The remaining three-quarters of the world population will benefit greatly from a green Islamic tradition which is logical, unified, non-whimsical, and balanced" (Abolfotoh, 2021, 1388). Hunting in Islam is a conditioned divine gift. If humans practice it within the limits of Islamic rulings, they will enjoy its blessings and avoid its repercussions. Therefore, the earlier four factors of hunting will be analyzed in relation to the following Islamecocritical principles: stewardship, divine judgment, moderation, prohibition of corruption, harm prevention, innateness, and divine balance (1374, 1378-83). Most of these tenets are established in environmental debates. However, some of

them are neglected in real-life practices; consequently, they do not function appropriately.

Stewardship in Islam is not a granted right but a divine privilege gained by intellectual and physical efforts to organize the interaction between humankind and other creatures. It "triggers the difficult challenge of consuming and keeping the safety of nature at the same time" (1375). Stewardship lays down restrictions rather than allowing total hegemony, so it is tied to divine judgment by which humans are rewarded or punished for their worldly deeds. Aspiring for reward and fearing penalty urge humans to consider moderate practices and to avoid creating any corruption or harm. These principles are stressed in Islam, especially when dealing with animals, because they share humans' feelings of fear, happiness, pain, and many others. Moreover, animals have distinguished ways of life that should be respected. The Sunnah¹ demonstrates these facts in several incidents like the one in which:

The Apostle of Allah (ﷺ) entered the garden of a man from the Ansar (Helpers). All of a sudden when a Camel saw the Prophet (ﷺ), it wept tenderly producing a yearning sound and its eyes flowed. The Prophet (ﷺ) came to it and wiped the

temple of its head, so it calmed down. He then said, "Whose Camel is this?" A young man from the Ansar came and said, "This is mine, Apostle of Allah (ﷺ)." The Prophet said "Don't you fear Allah about this beast which Allah has given in your possession. It has complained to me that you keep it hungry and load it heavily which fatigues it." (*Sunan Abi Dawud*, b. 14, h. 2543)²

The Hadith implies that kindness to animals and repulsing their abuse are instinctual impulses that spring out of unspoiled innateness. The Almighty God lays innateness in all creatures, including mankind, to organize their Earthly life. Being privileged by intellectual abilities, humans are supposed to benefit from this inborn pure quality to perceive facts and deny falsehoods.

If humans adopt the aforementioned principles, they will conserve the balanced forces of nature that are currently falling apart. Following the Almighty God's statement that He "has set up the Balance" which controls the entire universe, He warns humans: "[Y]ou may not transgress (due) balance" that sustains life on Earth (Qur'an, 55:7-8, translated by M. Al-Hilali & M. Khan). This divine balance is physically perceived in a mathematically calculated universe and metaphysically conceived in balanced ethics that protect it. Divine balance is known in the Western ecocritical tradition as natural balance. Despite the many points of agreement between secular Ecocriticism and Islamecocriticism, there are some fundamental differences that are terminological and/or ideological. The preceding reference to natural balance is an example. In Islam, nature is not an independent being with god-like powers. On the contrary, it is one of the Almighty God's subservient creatures. Its existence and all that occurs in its kingdom are completely tied to the Creator's will. That is why when talking about natural balance from an Islamecocritical stance, it should be conveniently termed: divine balance. This way the balance is ascribed to the Creator, not to nature.

"Muhammad (صلي الله عليه وسلم)... is the Messenger of Allah and the last (end) of the Prophets" (33:40). The verse indicates that Islam is the last divine message to humanity; therefore, its teachings are unrestricted by time or place to suit the needs of humans until the end of time. Islamecocriticism which is grounded in Islamic thought is, likewise, unrestricted by time or place. Consequently, it is intended to be applied to any literary text. However, for limiting the scope of the study, three Canadian poems have been selected: C. Mair's "The Last Bison," E. Pratt's "The Ice-Floes," and P. Christensen's "Keeping Fear Away." They present appropriate analytical texts and contexts for hunting from an Islamecocritical perspective. The

discussion below begins with a thorough examination of hunting rulings in Islam followed by an eco-poetic analysis of the four factors of hunting in light of the principles of Islamecocriticism and the explained rulings.

II. DISCUSSION

2.1 Rulings of hunting in Islam

The argument is based on the two primary sources of Islamic legislation: The Noble Qur'an and the Sunnah with commentaries by some Muslim scholars. "**Lawful** to you," the Almighty God states, "is (the pursuit of) **water-game** and its use for **food** — for the **benefit** of yourselves and those who travel, but forbidden is (the pursuit of) **land-game** as long as you are in a state of *Ihrâm* (for *Hajj* or '*Umrah*). And **fear Allâh** to Whom you shall be gathered back" (Qur'an, 5:96, Italics original, bold mine). The Arabic word equivalent to hunting — "الصيد" — is used to mean both hunting and fishing. The preceding verse states that fishing is a legal human activity. It is understood that hunting is, likewise, lawful to humans except for some periods in which Muslims are in a state of *Ihrâm*. Hunting is, further, tackled in many other verses, and a whole book in the Sunnah is dedicated to its rulings. This book offers monitoring regulations for this bloody relationship between humans and animals.

Hunting is discussed in Islam considering three aspects: the hunter, the prey, and the hunting tools. al-Munajjid (a Muslim scholar and founder of the academic, educational, and fatwa website *Islam Q&A*) states that the hunter "should be of sound mind and have reached the age of discernment" (2014). He adds that "the hunter must invoke the name of Allah, may He be exalted, when releasing his hunting animal or shooting" to "catch that which it is permissible to hunt." Such conditions ensure the hunter's sense of responsibility toward the hunted animal and his sense of gratitude to the Almighty God Who allowed hunting as a mercy to humans. In addition, Azam writes in *SeekersGuidance* (an online Islamic educational institute) that the hunter should not be engaged "in another unrelated action between the sending [of hunting animals] and the capturing" (2014). Hence, he should focus on the quick release of wounded animals' suffering by slaughtering them if they do not die immediately by hunting animals. Hunters in Islam are controlled by responsible stewardship toward preys. This stewardship is stimulated by pure innateness that guards the right of animals to die comfortably and instantly. Eventually, hunters should be watchful of divine judgment that holds reward or penalty depending on their behavior with fellow creatures.

As for the prey, it should be "a wild animal that is too difficult to capture" (al-Munajjid, 2014). In addition, "it

is permissible to hunt both animals whose flesh may be eaten and those whose flesh may not be eaten" to obtain their skin, hair, feathers, or fat or to ward off their evil (al-Munajjid). Once the hunter gets the wounded animal in a handy condition, he should follow the Islamic/Halal slaughter which is governed by some boundaries. First, the slaughter "should be carried out using a sharp instrument" (Gezairy, 1997, 10). Second, the animal should not "have the knife sharpened before its eyes or be slaughtered within sight of other animals," particularly of its kind (10). Third, after mentioning the name of Allah, the slaughter should be "carried out with utmost mercy on the part of the slaughterer and minimum pain and suffering on the part of the animal" in specific places of the body (11). This procedure is called *tazkyia* (an Arabic term for the Islamic method of animal slaughter), and it has three methods: *zabih*, *nahr*, and *aqr* (9). Skinning, severing the head, or using any part of the animal is allowed only after making sure of its death. Additionally, captured animals should not be bludgeoned to death: "Forbidden to you (for food)," the verse goes, is "... that which has been killed... by a violent blow" (Qur'an, 5:3). All these measures emphasize harm prevention.

Concerning the hunting tools, they can be made of any sharp materials that pierce or cut the flesh like bullets or arrows (not poisoned ones) (al-Munajjid, 2014). Nets and traps should not be used to catch and kill the animal independently from the hunter (at-Tiar, 2003, 13) because they cause a slow tormenting death. However, the hunter may use them as aiding tools for catching the animal, then he straightaway kills or slaughters it (13). Furthermore, stones should not be used as hunting tools. Prophet Muhammad (peace be upon him) states that the stone "does not catch the game, nor does it inflict defeat on the enemy, but breaks the tooth and puts the eye out" (*Sahih Muslim*, b. 34, h. 4808). Out of the juristic principle stating that what leads to the prohibited is prohibited (As-Sameraie, 2008, 19), using high-tech weapons in hunting is a sinful act if they lead to harming the divine balance of ecosystems by exterminating some species. Hence, they are regarded as a sort of corruption and a violation of moderation.

Hunting animals and birds of prey can be used in hunting. The basic principles are: "it is permissible to hunt with anything that may be taught and trained," the hunting animal or bird "should wound the prey in any part of its body," and it should not kill by a blow or bite without causing a wound (al-Munajjid, 2014). In the Hadith allowing the use of trained dogs in hunting, the Prophet necessitates reciting the name of Allah while setting them off, and he permits eating from the game even if it was killed by the trained dogs but on the condition that no other dog, which the hunter did not set off, participates in catching it (*Sahih Muslim*, b. 34, h. 4732). This Hadith emphasizes and

explains the Qur'anic verse in which the Almighty God refers to "those beasts and birds of prey which you have trained as hounds, training and teaching them (to catch) in the manner as directed to you by Allâh; so eat of what they catch for you, but pronounce the Name of Allâh over it, and fear Allâh. Verily, Allâh is Swift in reckoning" (5:4). The Creator blesses humans with hunting to sustain their lives. Then, He blesses them once again with some species made subservient to them to aid in catching wild animals. This double blessing should be met with gratitude, not irresponsibility. Accordingly, the verse ends with a warning; humans should fear the Almighty God's punishment if they misbehave with His creatures. Misbehavior and the numerous inappropriate ways by which animals are treated are instances of the current plight which will unfold itself soon in the eco-poetic discussion of hunting.

The justice of killing animals to serve anthropocentric needs is a complex arguable topic in secular Ecocriticism. Adams writes that hunting is much debated in international research with positions "range from 'the first hunters were the first humans' to the 'meat is murder' argument" (2013, 43). Being a hunter, he analyzes hunting as a cultural involvement in nature and asks the recurrent question posed by almost all scholars: "Is it a cruel, archaic and redundant practice; or a respectful relationship between and among humans and nonhumans[?]" (43). Attempting to answer this question from an Islamecocritical viewpoint is the focus of the following section. New insights and critical ethical guides are proposed through the eco-poetic analysis of hunting factors to draw clear-cut lines that can extend to real humanimal encounters.

2.2 Food factor

The Bison, currently a near-threatened species, had once flourished in the wild plains of America. Its "population west of Mississippi River at the close of the civil war numbered in the millions" (Shaw, 1995, 150). The bison had been an essential part of Indigenous peoples' diet; they hunted it for food. The plains' tribes are known for their wise consumption of nature. Consequently, the bison herds were not affected by their moderate hunting practices, mostly conducted with bow and arrow. Praising their lifestyle, Garrard calls them "Ecological Indians" and "exemplary dwellers" who were "attuned to the Earth and its creatures" (2004, 120). The ecological ethos introduced by indigenous Ecocriticism commonly represents their traditions as an alternative epistemology that foregrounds mutual respect for the non-human as members of a biotic community (Indriyanto, 2020, 1, 3). With the coming of the European settlers to the American prairies, bison hunting was commercialized and politicized. The herd numbers

dwindled to a few hundred in a short time due to overhunting. The settlers hunted the bison to consume the tongue, use its hide, and "starve Native Americans" (Phippen, 2016). Hunting was a means toward victory, so it was done with great atrocity.

Mair's "The Last Bison" is about the drastic hunting of bison herds which passed through the three stages of Modern Age Hunting Rituals: overhunting, near extinction, and preservation. Mair (1838-1927) was a Canadian poet and journalist of post-Confederation Canada who tackled Canadian nature in the manner of Keats and the other classic poets with their reliance on sensual imagery and their belief that nature is a potential source of truth and inspiration ("Charles Mair"). "The Last Bison" is written in free verse except for the bison's song which is italicized and written in regular iambic nine nine-lined stanzas with the fixed rhyme scheme: *ababccdee*. The contrast in form sheds light on the controlling paradox that holds the structure of the poem together. This paradox juxtaposes Native tribes with White hunters to emphasize the point of discussion, namely the atrocity of the latter. Words are chosen carefully to shed light on the bison herds' plight and their helplessness in the face of rifles and guns. Expressions centered on pursuit, slaughter, and greed generate a gloomy atmosphere and outnumber the kinder ones associated with Native hunters ("loved," "fealty," "pious," etc.).

Mair begins the poem with an outstanding depiction of the unspoiled vast Canadian prairies. The speaker's musings are interrupted when he sees a bison in front of him. "He was the last survivor of his clan" (1890, 59). The bison he saw was deeply wounded. He "roar[ed] so loud /... but no sound, / No tongue congenial answered to his call" (59). The poet "endowed the noble beast with song" to voice his complaint against the reckless White hunter (59). For food, the song begins, bison herds were hunted by "*nations primitive, / Who throve on us, and loved our life-stream's roar*" (60). According to Hughes, "Indians were living in ecological balance with the herds of buffalo" (1996, 42). These were the happy days of the bison, the days of "*food and freedom*" on "*grassy-green earth*" and "*smokeless skies*" (Mair, 59-60). The preceding alliterative sounds create sweet music that implies harmony and undisrupted life in nature. The bison never rebels against being hunted by Indigenous peoples who self-restrained their egoism through modest stewardship. Its subservience to humans "[t]o quit the claims of hunger, not of greed" has been a sacred mission for its existence on Earth (60).

Speaking about cattle, the Noble Qur'an states: "Do they not see that We have created for them of what Our Hands have created the **cattle**, so that they are their owners. / And We have subdued them [Cattle] unto them [humans]

so that some of them [Cattle] they [humans] have for **riding** and some they **eat**. / And they have (**other**) **benefits** from them, and they get (**milk**) to drink. Will they not then be **grateful**?" (36:71-73, bold mine). The cattle are a divine gift fulfilling various human needs like the ones illustrated in the verses. Animals (domesticated like cattle or free-roaming ones like bison herds) are created to carry out such tasks; the bison admits this fact in the poem. Primitive tribes' hunting, the bison declares, has never been "[h]eaven forbid[den]" (Mair, 60). Moderate hunting for food is described as "*the blameless strife / Enjoined upon all creatures, small and great,*" and human hunters are no exception (60). "[O]ur life," the bison admits, "[e]nded in fair fulfilment of our fate" (60). Melodious words grouped by fricative alliteration via the repetition of the airy /f/ sound imply that hunting is not against innateness, logic, or religion.

When "*the red man mixed his blood / With paler currents,*" the doom of the bison rose on the horizon with the coming of "*a race – / The reckless hunters of the plains*" (60). The lines indicate that the fate of Indigenous tribes has been tied to that of the bison herds both in prosperity and predicament. Unlike the Indigenous hunter, the White hunter does not live up to the honor of being a guardian of the bison herds. He gives up his stewardship to hunt them with the gun of greed and economic/political profit. The Islamic doctrine of moderation is absent; consequently, excessive hunting irritates the bison. It describes the White hunter as a "*destroyer*" "*who vied / In wanton slaughter for the tongue and hide, / To satisfy vain ends and longings base*" (60). The Natives wasted no part of the hunted animal; White hunters wasted the whole animal for a few parts (the tongue and the hide). The base longings of the hunters were to starve the Natives and force them "off the Great Plains and onto reservations" (Phippen, 2016). Killing the bison becomes a noble national contest; even "tourists shot the animals from the windows of trains" in vain (Phippen).

White hunters are metaphorically depicted as "*ministers of mischief... / Who yearn for havoc as the world's supreme delight*" (Mair, 61). With wild enthusiasm, the hunters raced for as much killing as possible. By the end of the race, "*waned the myriads*" (61). The complaint is almost done, and the song is about to end. In its finale, the bison approaches its death with a "*prophecy*" which becomes true: "*I see our spoilers build their cities great / Upon our plains*" (61). Prophet Muhammad said: "Whoever is not merciful to others will not be treated mercifully" (*Sahih al-Bukhari*, b. 78, h. 26). Hence, the bison resumes its song with a jeremiadic wish which parallels the core of the Hadith: "*they who spared not are no longer spared*" (Mair, 61). It consoles itself with the faint hope that "*savage nations roam o'er native wilds again!*" (62).

The story of the bison and the White hunter is not one of a kind. Indeed, it is a recurrent story with many species. It is the story of blind hunting for food interrupted by extinction or near-extinction episodes. Then preservation or captive breeding follows to save the few remaining members. On that account, the command to eat from the gifts of the Almighty God in the Noble Qur'an is constantly entwined with fear from Him in case of abuse due to over-consumption: "And **eat** of the things which Allah has provided for you, lawful and good, and **fear** Allah in Whom you believe" (5:88, bold mine). The verse is preceded by the sacred prohibition: "[T]ransgress not. Verily, Allah does not like the transgressors" (5:87). The divine license to humans to enjoy natural resources is accompanied by strict embargos to control their freedom that may threaten other creatures.

When hunting leads to the mortality of a race, it turns from a right to a sinful plight: "There is not a moving (living) creature on earth, nor a bird that flies with its two wings, but are **communities like you**. We have neglected nothing in the Book, **then unto their Lord they (all) shall be gathered**" (Qur'an, 6:38, bold mine). The Almighty God affirms that each species represents a community just like the human community. Hence, the bison herds are equal to the human community. They have a fair right to live and to die for a rational cause and in an appropriate manner. Lilburn in "Ghost Song" writes: "The buffalo are under the earth, they are under the earth, *a people*" (1989, 356, italics mine). Whether a *community* in the Noble Qur'an or a *people* in Lilburn's poem, the bison is a race atrociously abused by humans. Animals and humans, the end of the verse affirms, will be gathered for judgment on the Day of Resurrection. Humans will be punished for their denial of their stewardship, and assaulted animals will undoubtedly avenge themselves.

2.3 Fur and fat factors

Hunting animals for fur and fat is allowed in Islam as long as there is a bad need and if hunting is practiced moderately and using appropriate tools that lead to a swift death of the prey. Many animals are hunted for *fur* such as rabbits, foxes, and seals. Other animals are hunted for *fat* like seals, bears, and whales. In Pratt's "The Ice-Floes," hunters travel north after the fur and fat of "'white harps,'" a type of seal (1923, 107). Pratt (1882-1964) was a poet, professor, and critic whose poetry frequently reflects his Newfoundland background with the sea and maritime life as being central to many of his poems (Pitt, 2008). The poet was concerned with Canadian economic and social problems, and he presented a generally realistic unsentimental view of life often tinted with humor and irony (Pitt).

The poem is written in five stanzas of variable length. Most of them are dense to suit the detailed description of three days of seal hunting. The poet effectively employs the enjambment as a technical device for a flowing storyline. The rhyme scheme of the first half of the poem is almost regular: *aa*. It implies the mechanical killing and skinning of seals. Additionally, verbs recur heavily to imply the continuous work in the hunting field. With the beginning of the snowstorm in the second half of the poem, the poet switches to an *abab* rhyme scheme in most lines. This switch in music marks a shift in the hunters' luck and foresees their final annihilation for their cruelty. Fixed rhythmical beats within lines are absent. Nevertheless, internal rhyme focuses attention on words beginning with the same sounds. Few figures of speech are employed. Literal depictions of seal hunting are used, instead. They serve the thematic structure of the poem and help the reader visualize the cold slaughter of seals. Moreover, there is a strong emphasis on the language of numbers throughout the poem. For instance, the poet presents the number of hunted seals gradually, beginning with high piles until twenty thousand seals. Numbers provide a logical base for the enormity of the hunt. Expressions oriented on profit and death typically merge with the gloomy atmosphere of the poem.

Although the poem was published in 1923, a 2019 e-journal article refers with a documentary video clip to the fact that "[t]ens of thousands of seals off Canada's east coast... are beaten with clubs, shot with rifles and harpooned or stabbed. Most are pups between two weeks and three months old" (Dalton). The bloody practice continues from the poet's days until the wake of the twenty-first century because it supports seals' fur and oil markets, while the remaining parts of the carcass are left behind. The speaker in the poem is a seal hunter who begins the hunting journey on "*The Eagle*" (Pratt, 107, italics original). "There were hundreds of thousands of seals," he remarks (107). He and the other hunters started "harvesting" them, and "the day was [theirs]" (107). Stewardship and moderation are not present because the hunters are overwhelmed by utilitarianism with a mere "view of nature as resources for purposes of capital accumulation" (Laferrière & Stoett, 1999, 40).

On the morning of the second day, the speaker contemplates the seal's harsh life and how it adapts to its freezing environment to survive. With "the shout / Of command," he "flung those thoughts aside" (Pratt, 108). The reader remarks a shift in language; war words are employed to liken the process of seal hunting to a military attack on a helpless nation. Hunters are "[a]ssigned to [their] places" "[i]n the breathless rush for the day's attack" (108). What follows is dire atrocity:

With the rise of the sun we started to kill,
 A seal for each *blow* from the iron *bill*
 Of our gaffs. From the nose *to* the *tail* we
 ripped them,
 And laid their *quivering* carcasses flat
 On the ice; then with our knives we stripped
 them
 For the sake of the pelt and its lining of
fat. (108, italics mine)

Seals are easy targets with their slow motion on land. Accordingly, all depictions focus on the killing without the least self-defense on the part of seals. The use of alliteration – highlighted in italics within the lines – draws attention to the tragedy. To illustrate, the repetition of the /s/ sound denotes sinister evil and quickness on the part of hunters, while the voiceless /t/ implies abruptness as felt by seals. Words with the same initials create a bitter visual image of "blow[ing]" "bill[s]" – a bill is a cutting or pruning tool with a hooked blade – and "quivering carcasses" butchered "for" "fat."

The hunters commit two horrible crimes. First, they club seals to death. Second, they skin seals while many of them are still alive which is understood from the phrase: *quivering carcasses*. Therefore, hunting turns into torture. Prophet Muhammad said: "Verily Allah has enjoined goodness to everything; so when you kill, kill in a good way and when you slaughter, slaughter in a good way. So every one of you should sharpen his knife, and let the slaughtered animal die comfortably" (*Sahih Muslim*, b. 34, h. 4810). He associates taking the life of animals with three fundamentals: the Almighty God, goodness, and comfort. Mercy rather than torture is supposed to control the relationship between hunters and hunted animals. Islamic hunting principles target the benefit of humans with the least infliction of suffering to the prey.

The second day comes to an end; the "skins" are dragged to the ship "with the 'harps' piled high" (Pratt, 108). So far, the journey has been a success, and the hunters see fine profit in the high piles. While the reader is satisfied with two days of cruelty and bloodshed, the greedy hunters are not. The massacre continues on the third day: "Fast as our arms could swing we slew them, / Ripped them, 'sculpted' them, roped and drew them / To the pans where the seals in pyramids rose" (108). The series of action verbs in the lines affirms the hunters' preoccupation with killing without the slightest self-reproach that may interrupt their work. The repetition of the /s/ sound implies menacing danger and inevitable evil. Moreover, the poet emphasizes the huge number of hunted seals in the metaphor which likens their piles to pyramids. Soon, he moves from metaphorical language to numbers to shock the reader: the hunters "had

nine thousand dead" and "[b]y the time the afternoon had fled; / and that an added thousand or more" (108). This had been the harvest of just one ship in merely three days. Hundreds of thousands must be the harvest of all hunting ships each year.

The third day's hunting is not over: the hunters set forth in the "day's last chase" to get "[a]nother load of four 'harps' a man" (109). Nevertheless, the heartless hunter is eventually hunted. It is a jeremiadic stereotypical ending of selfish greedy humans. The hunters are lost in "the north-east wind" (109). The wind is subservient to the Almighty God's will, and it is a sign of His boundless powers: "[I]n the veering of **winds** and clouds which are held between the sky and the earth, are indeed *Ayât* (**proofs, evidences, signs**, etc.) for people of understanding" (Qur'an, 2:164, italics original, bold mine). "The wind," Prophet Muhammad adds, "comes from Allah's mercy...; it (sometimes) brings blessing and (sometimes) brings punishment. So when you see it, do not revile it, but ask Allah for some of its good, and seek refuge in Allah from its evil" (*Sunan Abi Dawud*, b. 43, h. 5078). Thus, the heavenly command of punishment was as "swift" as "the slaughter" of seals (Pratt, 109). The horrific scenario begins with "snow," "gale," and "night" and ends in "wail," "madness," and loss in "a fierce gust of snow" (109). With "dawn," "sixty dead" hunters were the storm's harvest, and the ship returned home with "twenty thousand seals that were killed" (110).

An Islamecocritical reading of the scene demonstrates how the Almighty God has interfered to teach the unjust hunters a lesson that cost them their lives: "And **many a township** did I give **respite** while it was given to **wrong-doing**. Then (in the end) I seized it (with **punishment**). And to Me is the (final) return (of all)" (Qur'an, 22:48, bold mine). The Almighty God constantly gives humans a chance to contemplate their deeds so that they may return to righteousness and abandon corruption. If humans do not yield to goodness, His ultimate powers punish the guilty. In secular Ecocriticism, such powers are ascribed to nature in what is called "nature's revenge." This term is employed by ecocritics like C. Cokinos in "A Hawk in the Margin's Cage: Robinson Jeffers and the Norton Anthologies" (1993), G. Dürbeck in "Popular Science and Apocalyptic Narrative in Frank Schätzing's *The Swarm*" (2012), and others. Nonetheless, since power, revenge, and greatness are divine attributes, an Islamecocritical understanding of such events relates them to the Creator, not to other creatures, namely nature with all its manifestations. Nature's revenge sounds like an illogical claim because all forms of current ecological degradation indicate its helplessness.

The poem ends in agony. The reader ponders the situation and wonders which to pity: the twenty thousand hunted seals or the sixty dead hunters! Are hunters dearer because they are fellow humans? Is seal hunting a crime for which they had their punishment? Indeed, the answer to the last question depends on two major aspects: necessity and hunting tools. In the past, seal hunting was a necessity to satisfy humans' need for fur and fat with no other available options. "And Allah has made for you..." the verse goes, "out of the **hides** of the cattle (tents for) dwelling, which you find so light (and handy) when you travel and when you stay (in your travels); and of their **wool, fur, and hair** (sheep wool, camel fur, and goat hair), furnishings and articles of convenience (e.g. carpets, blankets), comfort **for a while**" (Qur'an, 16:80, bold mine). Part of the usage of some animals is to provide humans with necessities *for a while*. Currently, humans have found alternatives for seals' fur and fat. Consequently, the necessity factor becomes absent. The present *necessity* for seal hunting does not exceed economic profit and welfare interests; it is primarily motivated by a market hungry for non-essentials. Talking about hunting tools, seals are clubbed in an atrocious manner that causes unnecessary suffering. This atrocity clashes with unspoiled innateness which is irritated by each detail of the hunting process as depicted in the poem. That is why many individuals and organizations set furious attacks against seal hunters to gain harm prevention for seals.

Seals are unfortunately targeted by both hunters and climate change. Harp seal mothers give birth and nurse their pups on the pristine ice floes, and once they leave, "pups still need ice to rest on as they learn to swim and feed on their own" (Fink, 2021). With the lack of solid ice, seal pups "likely die as a result of being crushed in the ice, drowned, or abandoned on shore where they will be vulnerable to predators" (Fink). This is a step toward extinction. Consequently, hunting and environmental hazards threaten the divine balance of seals' ecosystem, and the former should be considered an act of Earth corruption. Anyhow, the good news that should be documented in the present study is that Canada's commercial seal hunting continues to be an industry in steep decline due to the EU ban on commercial seal products in 2009, COVID-19 restrictions, and with 36 international bans on seal products for unnecessary items as luxury fur garments (Fink). The preceding data emphasize that market demand is the actual facet of many environmental evils. This way, spreading awareness and emphasizing the role of the individual should be magnified for monitoring commercial hunting.

2.4 Fun factor

Killing animals for fun is the cruelest hunting factor. The following is not a conventional hunting poem. However,

this piece unfolds much more meanings than tens of stereotypical hunting scenes. Christensen's "Keeping Fear Away" handles hunting for fun or what is called: sport hunting. The poet (1951-) has published four books of poetry, and his poems have appeared in numerous anthologies, writing journals, and literary magazines ("Peter Christensen: Biography"). With his remarkable passion for exploring wilderness mountain areas and his work as a guide; ranch hand; and Park Ranger, the poet's literary career is diverse with the natural world becoming his muse ("Peter"). The concise poem under consideration is written in free verse. Music is internal, lines run on with no punctuation marks at all, and capitalized words refer to the beginning of ideas. For pausing and opening a space for contemplation, the poet relies on gaps inside lines, natural breaks by line ends, and spaces among stanzas. The poem narrates a series of events in an objective plain manner and leaves the reader to fill the emotional gaps and to respond to what s/he sees. As mentioned earlier, there are gaps inside lines and among the letters of one of the words to accentuate this idea. Few figures of speech appear in the poem to focus the reader's attention on grim bare facts. Language is simple and becomes colloquial in many lines to involve the reader in the poem's atmosphere.

The speaker keeps fear away by placing it in the natural creatures surrounding him. He is "a jughound / planting the geophones / to record blast vibrations" (Christensen, 1981, 374). He works "[a]t the 'surveyed' site," a "valley" (374). "Sometimes between shots," he brags,

I toss a stick of geogell
 into the air
 Shoot it
 c r a c k the morning
 Blow up rocks and trees
for fun (374, italics mine)

The letters of the word *c r a c k* are separated by spaces to imply the interruption of the morning calmness by explosives so intense that they crack the morning and the word *crack* itself. Despite the musical effect of the light alliteration in the last line, the entire scene is met by a frown on the part of the reader at the speaker who finds fun in destruction. The jughound apparently blows up rocks and trees for no logical reason.

Individuals who believe that rocks and trees are non-sentient creatures may find it acceptable to blow them up for fun. Therefore, Christensen intensifies the argument by introducing two sentient creatures which are equally destroyed to nourish fun. "Doug," the speaker's co-worker, is seen "[n]ear a field" "blow[ing] the ass off a gopher /

halfway down its hole / cap wire trailing behind" (374). Having fun is the group's ultimate goal, and it is undoubtedly motivated by total selfishness and absent stewardship. The lines introduce the recurrent literary and cinematic "picture of humans as mentally unbalanced predators threatening an otherwise harmonious natural realm" (Goodbody, 2007, 169). Pure Innateness, consequently, drives the reader to admit that both workers are mentally sick, using their working tools to torture fellow creatures for fun. Nevertheless, the shame is not over.

The speaker points to a "raven" that "picks up / the bread" (Christensen, 374). So far, what is going on is utterly natural. What is unnatural is that "the bread [is] / wrapped around a blasting cap" (374). Once the raven "flies for a hundred feet / Up into his sky," it blasts by "the electric touch" (374). The poet's use of the pronoun *his* implies the raven's belonging to nature and the speaker's alienation from it. He does not feel connected to it or its creatures because arrogance makes him feel superior to his surroundings. The body of the raven is torn into pieces; what is left are "black feathers / floating down" (374). The words *feathers* and *floating* are combined through alliteration to create a synecdoche which implies that the body was lost in the blast, while only the feathers survived it. Those feathers are welcomed by "the shouts and yahoos" of the psychic killers "on the ground" (374). The use of onomatopoeia allows the reader to hear the group's queer reaction to the blast. It is unclear who exploded the raven. It can be the speaker, Doug, or a third co-worker. Nevertheless, it is crystal clear that irresponsibility is outspread among them. They feel no remorse for their destruction of the rocks, the trees, the gopher, or the raven. Instead, they celebrate the killing to encourage it. They are merely having fun and keeping inherent human fear of nature away by showing their false manly strength on helpless creatures.

What occurs in this poem can hardly be classified as hunting in its common form. Nonetheless, by replacing the geogell and blasting caps with guns and rifles; the surveyed valley with open wilderness; and the gopher as well as the raven with big or small game, the mates will be hunters. From this symbolic angle, the message of the poem will unfold itself to the reader. The scenes depicted in the poem and sport hunting scenes share the same keywords: humans–animals–killing–fun–no purpose. Sport hunting should be viewed through this lens. The pointlessness and inhumanity of blasting the gopher and the ravine parallel shooting a deer or an elk in sport hunting.

"Do not make anything having life as a target," Prophet Muhammad warned (*Sahih Muslim*, b. 34, h. 4813). In another Hadith, he stated: "'There is no person who kills a small bird or anything larger for no just reason, but Allah,

the Mighty and Sublime, will ask him about it..." (*Sunan an-Nasa'i*, b. 43, h. 4450). Sport hunting, considering these Ahadith, inflicts harm because targeted animals have aimless suffering and death. Consequently, the *Encyclopedia of Islamic Jurisprudence* deems that hunting is disliked, even banned, if its purpose is to have fun or if it is practiced as a leisure activity ("Hunting," 1993, 115). Hence, sport hunters are not committed stewards and will pay for their reckless killing of other creatures on the Day of Resurrection. This Islamic appreciation of sport hunting is analogous to that of Christianity. Baxter writes that stewardship in Christianity involves responsibility to the benevolent creator for providing the non-human world for human use and a duty of human stewardship toward other life forms (2005, 2). Failure to be committed to this stewardship, he believes, "results in impiety, sacrilege, inhumanity or cruelty" (2) which are all demonstrated in sport hunting.

Sport hunting has developed as an elite social activity among the aristocracy. However, by eliminating the prestige surrounding it, it will be a bare unjustified killing of animals mostly left to rot in the wilderness. Moreover, sport hunting may corrupt the balanced forces of Earth in case of overhunting. Corruption is banned in Islam; the Almighty God commands humans "'not [to] act corruptly, making mischief on the earth'" (Qur'an, 2:60). Nonetheless, this sport continues because it supports hunting clubs, hunting weapons manufacturers, and other economic bodies. In 2001, over thirteen million hunters "spent over \$20.5 billion on their sport" (Cupp & Joshpe, 2008, 137). Sport hunting subdues to the market laws; it will fall apart if individuals abandon it.

III. CONCLUSION

Hunting in Islam is governed by theoretical basics (stewardship, divine judgment, moderation, prohibition of corruption, harm prevention, innateness, and balance) that should be applied by responsible hunters. Permitting or prohibiting hunting is regulated by Islamic rulings regarding the hunter, the prey, and the hunting tools. These basics and rulings present an unbiased evaluation of hunting *f* factors (food, fur, fat, and fun). Hunting for food, fur, and fat should be controlled by necessity, means, and moderation. Hunters should be committed stewards who do not inflict corruption or harm. True believers are watchful of divine judgment, too. Hunting practices that do not irritate innateness or go against heavenly orders are accepted. On the other hand, hunting is prohibited when its aim is having fun in sport hunting.

In Mair's "The Last Bison," hunting for food is a respected human need when carried out by moderate

stewards like Native tribes. White hunters, in contrast, are condemned for causing ecological harm and corrupting the divine balance. They are motivated by greed and profit. Therefore, they will not escape divine judgment for each single bison shot in vain. Seals hunted for fur and fat in Pratt's "The Ice-Floes" are literally tortured by merciless hunters. They are hunted using inappropriate tools, and many are skinned alive. Seals are, likewise, harvested in huge numbers, and their existence on Earth becomes threatened. Consequently, these practices are abhorred in Islam for the lack of mercy and necessity. Hunting for fur and fat should be controlled or banned depending on the availability of alternatives. Economic and political pressures should also be resisted for a fair debate. Killing animals for fun inflicts harm on preys, corrupts the divine balance in some cases, and is valueless. These facts are underlined in Christensen's "Keeping Fear Away" through a symbolic simulation of real sport hunting. Sport hunters, the poem suggests, are guilty of perpetrating harm and causing unneeded corruption and suffering. Thus, the reader's awareness is raised, and his/her unspoiled innateness is fueled to stand against this type of hunters.

In addition to the examined four hunting factors, some animal species are hunted out of the fear factor, namely fear for humans' life; livestock; crops; and other dietary resources. Bears and badgers are pursued toward this end in W. Watson's "Sermon on Bears" and R. Kroetsch's "Seed Catalogue." The two pieces are introduced for further study due to their inspiring consideration of this hunting factor. They propose that moderate rational hunting by worthy stewards to secure humans and their resources does not disturb the reader's innateness, cause drastic ecological loss, stimulate anxiety from divine judgment, or corrupt the divine balance. Watson and Kroetsch argue that predators and vermin are glorified creatures of the Almighty God that enjoy an intrinsic value. Simultaneously, their wild nature belittles humankind's arrogance and reminds it of the ultimate powers of the Creator who commands some species to serve it directly while it has no control over others.

Most postmodern communities suffer from schizophrenic relationships with hunters and animals. They are torn among need, bloodshed, mercy, and cruelty because of the Western human-nature dichotomy that should be replaced by a human-divine-nature decree. Instead of the hunter-prey binary, the study presents the hunter-divine-prey verdict. Hunting disputes can be, thus, resolved by referring back to the Creator. Hunting is as ancient as human's existence on Earth, and it has been an instinctual demand that was later mutilated by anthropocentric desires remote from divine maxims. Instincts, lusts, and desires are not neglected in Islam. Qur'anic verses and Sunnah texts

teach humans how to deal with them and how to control and organize their work. The Almighty God informs humans that following lusts blindly without returning to divine principles prompts inherent evil in the human psyche: "And who is more astray than one who follows his own lusts, without guidance from Allâh?" (Qur'an, 28:50). In the same lines, Prophet Muhammad affirms that true belief springs out of conformity between one's desires and moderate Islamic teachings: "None of you [truly] believes until his desires are subservient to that which I have brought [, namely Islam]" (*An-Nawawi's 40 Hadith*, h. 41). The result of following this divine path is that the evil inciting self is countered by the remorseful self which gradually and with persistence can be transformed to a tranquil self as outlined in the discussion of the three levels of the self/the psyche from the standpoint of Islamic psychology (Skinner, 2019, 1090). Hunting rulings in Islam are based on this pattern via appreciating humans' instinctual need for hunting and guarding this need against evil greedy motivations to reach a peaceful inter-relationship between the hunter and the prey. This is the valuable contribution of Islamecocritical theory in its appreciation of hunting factors.

Notes:

1. The Sunnah refers to the sayings, traditions, and actions of Prophet Muhammad which emphasize and explain the verses of *The Qur'an*. It is written in separate numbered units; each of them is called Hadith (plural: Ahadith). The Sunnah is collected in *al-Kutub as-Sitta* (*The Six Books*) by six Muslim scholars. Each of *The Six Books* is considered one big collection which consists of a number of books.
2. The Sunnah translation is retrieved from <https://sunnah.com/>. For in-text citation, each Hadith is followed by the collection title, the book number, and the Hadith number.

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Untouchable Spring (2000) offers conversion to Christianity as a means of Dalit resistance in Andhra Pradesh in contradiction to the conventional process of emancipation adopted by the lower castes

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Received: 23 Nov 2022; Received in revised form: 17 Dec 2022; Accepted: 24 Dec 2022; Available online: 31 Dec 2022

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Abstract— *Untouchable Spring* as a novel epitomizes the struggle of Dalits and their assertion for self-identity through the means of revolution. Religious conversion was seen as a primary source to gain social ascendancy hence large number of untouchables, specifically the Malas and Madigas in Andhra Pradesh converted to Christianity however it still did not provide them the deserved status. The novel presents how this means of resistance is radical and revolutionary as compared to the conventional forms of revolution undertaken by the Dalits. It not only exposes the plight of Hindu Dalits but also the humiliation faced by the Christian Dalits when they converted. Hence while recording the uprising of the Dalits, the novel also portrays an alternative history of generations of oppressed people and the means adopted by them to attain liberation. This paper aims to study the issue of Dalit oppression even after conversion and understand the impact of Ambedkar in adopting conversion as a solution.

Keywords— *Ambedkar, conversion, Christianity, resistance, Dalit oppression, Malas and Madigas*

Untouchable Spring (2000) is a novel attributed to G. Kalyan Rao and was originally written in Telugu as *Antarani Vasantam*, translated to English by Alladi Uma and M. Sridhar. Rao, who himself is a Dalit, believes in revolutionary ideology and attempts to challenge the oppression on the lower castes through this novel. It is both a memory text and historical document which aims to capture the agony of generations of a Dalit family in the Telangana region of Andhra Pradesh. It rewrites their artistic and literary history, and also their history of struggle for social justice as well as upliftment.

The novel examines multiple forms of Dalit resistance and their potential for relative good. It also talks about the heroic act of an individual's struggle against multiple forms of exploitation. However the forms of resistance undertaken in the novel are contradictory to the conventional forms of revolution used by the lower castes. It uses conversion to Christianity and boycotting Hinduism in order to free

themselves from the tag of being "untouchables" as a means of liberating themselves.

The Malas and Madigas comprise of the lower castes in Telangana. The social structure of the village of Yennela Dinni is deeply entrenched in the caste system. Brahmins live at the centre; the lower castes live at the periphery while the untouchables live on the outskirts of the village—"There could be thirty houses of Reddys. Only one Brahmin house. That was Karanam's house . . . At a distance, twenty mala houses. Further off the same number of madiga houses. The place where those who belonged to the four castes lived was 'ooru'. The place where malas lived-malapalli, where madigas lived-madigapalli." This reflects the extent of alienation for the lower castes of the village. The Malas and Madigas did not even own land, instead they worked on the Karanam's field, who exploited them for their personal profit. They were alienated from the conventional caste system and were not given any individual rights to practice their choices. Thus, such atrocities forced the characters in

the novel to adopt conversion since they saw it as a possibility for their social upliftment and empowerment of the community as a whole.

In the beginning of the twentieth century, Protestant missions rose to its peak in India wherein Christian missionaries spread the word of Christ among the Hindus and urged them to convert to Christianity since earlier it was only a minority section in the country. These missions enjoyed the greatest success in Andhra Pradesh among the Scheduled Castes and Tribes. Movements began at a mass level among the Malas and Madigas in the starting of the twentieth century and continued through the 1930's. In his essay *Christ's way to India's Heart*, J. Waskom Pickett showed that the bulk of caste conversions occurred in areas where the mass movement among Malas and Madigas was strong. Later, influenced by these conversions, some of the upper-caste Hindus also converted to Christianity however their oppression over the lower castes did not come to a stop. Women were also influenced to a great deal by these conversions.

Untouchable Spring seriously engages with the complexity of Dalit conversions and explores the live experiences and struggle of Telugu Dalits and Dalit Christians during the colonial times in an epic fashion. Sivaiah, Yellana's son was the first person in the novel to convert, from being a mala to Christianity. Martin, a Christian missionary and also an untouchable, urged him for this conversion. Sivaiah changed his name to Simon who had a great influence in the Bible as Martin explained him, "It was then that Simon was seen. A villager from Cyrene. They forced Simon to carry the Cross along with Christ. He would carry the Cross. You too have that Simon's name. Sivaiah, your name too is the name of that Simon who carries the Cross." (p.165) Not only the Untouchables, but Brahmins and the upper castes in the village also converted to Christianity. Soon there were John Paul Reddys, Immanuel Sastrys, Joshua Choudharys. Post this, large number of Malas and Madigas converted themselves to Christianity as if they were a part of a movement. All of them sought social upliftment and a life of dignity.

However, the Dalit Christians did not get the desired status in the society even after the conversion. Gail Omvedt, in the book *Understanding Caste: From Buddha to Ambedkar and Beyond* termed them to be "doubly marginalised" post conversion, both in terms of caste and religion. Several attacks on Dalit Christians illustrate these two bases of victimisation. The converts were beaten, jailed and humiliated by the upper caste Hindus and were asked to give up their faith and worship Krishna. Martin raised his voice against these atrocities and condemned the attacks-"they are those who attack. Their hands will become impure with

blood. Their fingers will become impure with flaws...They conceive evil in their womb. They gave birth to sin."(p.171) However, Martin faced similar attacks on raising his voice and was beaten up to death by the upper castes. When Simon reached Valasapodu while holding the bloody body of Martin on his shoulders, he saw a terrifying scene with upper caste people chasing and killing the Malas and Madigas through spears and crowbars. The sight was horrible-"Did not know how many they killed. Did not know how many fled and in what direction. The thatched huts burning. The smoke from flames that touched the sky..." (p.176)

The only person saved in this massacre from Simon's family was his child whom he named Ruben. He was given to an orphanage to prevent him from revealing his identity, that of a Dalit Christian, to save his life. This represents the extent of atrocities done on the converted lower castes as they had to give their children in orphanages to save their lives.

Ruben grew up to become a gentle and compassionate man despite having witnessed humiliation. Even after so many encounters with death due to his profession as a pastor in the hospital, he still became a peaceful person. He seems as a Christ-like figure in this sense. Christ's suffering was very active and radical because he sacrificed his life for peace. Christianity, as a religion, began on radical-privileging compassion. Thus, Ruben holds on to the beautiful values of Christianity- compassion even in the face of violence. Hindu Dalits and Christian Dalits face similar discrimination in India, they stand in a radical position just like the character of Ruben- even after suffering like Christ, they still practice compassion and preach it.

In the early phase of conversion, the Christian Dalits faced immense humiliation and atrocities however with the course of time, some of them managed to gain access to education and lead a better life. The character of Ruth, a writer, represents this section of the community. She is a second-generation Christian Dalit and her name is an embodiment of love, compassion, safety and security. She practiced as a nurse along with her husband and also became a writer later. Ruben was a first-generation convert and Ruth belonged to the second-generation hence Ruben did not have access to education but he gained it through the oral tradition. Ruth penned down his stories since she was literate. Ruben represents the denial of access to literacy whereas Ruth shows how Dalits gained access to education somehow due to Christianization. She chose the profession of writing to preserve Ruben's stories and to show the world the amount of oppression Dalits have faced since none of them had the privilege to write. Thus, Ruth is a part of a 'colonised heritage of being a Christian dalit'.

Conversion of the untouchables to Christianity thus proves to be a radical method of resistance to outrage and injustice within the Hindu caste system. This act proves to be contradictory to the conventional forms of revolution which include mass protests, entering into social gathering by untouchables and the attempts of changing the system through legal and constitutional aids. Often, these attempts have gained little success but the lower castes still remained the part of the vicious system. Conversion of religion seems to be the only option of getting out of it and gaining access to education, employment, healthcare and mobility.

Dr. B R Ambedkar, the champion of the Dalit movement in Indian history, also took to conversion after excessive attempts of gaining respect and privileges for the untouchables. He chose to convert to Buddhism. He did not choose Christianity after witnessing similar violence on the first-generation Christian converts. His argument behind the conversion was that “as long as we remain in a religion which teaches man to treat man as a leper, the sense of discrimination on account of caste, which is deeply rooted in our mind, cannot go. For annihilating castes and untouchability from among the untouchables, change of religion is the only antedote.” Thus, he converted to Buddhism with a mass number of Dalits in 1956. His choice of religion was based on the non-existence of any caste or sects in Buddhism which has the tendency to result in a hierarchy among people.

The religion of Christianity is divided into sets of Protestants and Catholics which are based on difference of ideologies, however according to Ambedkar, this religion is not as rigid as Hinduism and is open to reforms. For him, any other religion than Hinduism is liberal in terms of its exploitation of people on the basis of caste. *Untouchable Spring* also depicts the same as during the beginning phase of conversion, Dalits had to face violence and humiliation but with the course of time, Christianity offered them better and dignified lifestyle with access to education and social acceptance. This proves that religion is open to reforms and acceptance.

Therefore, it can be concluded that in *Untouchable Spring*, conversion to Christianity is used as a tool by the Dalits to resist the oppression of the upper castes. It was an attempt for social upliftment and mobility but in case of Simon and Martin, it also seemed to be full of illusion. Their case shows that untouchables still face the same humiliation even after converting themselves but the character of Ruth who is from second-generation portrays that after some time, the converts were accepted by the society. Even Ambedkar’s conversion to Buddhism is an example that conversions an escape from the dreaded institution of caste and untouchability.

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The Protean Masculine: A Study of the Male Characters in Selected Short Stories of Damodar Mauzzo's *The Wait and Other Stories*

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Received: 26 Nov 2022; Received in revised form: 16 Dec 2022; Accepted: 23 Dec 2022; Available online: 31 Dec 2022
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Abstract— Studying the female, the feminine and the feminist has been a part of literature for quite some time now but the study of men, male and masculinities is a novel field in literature which is gaining popularity lately. The idea of masculinity studies is to provide a firm platform to the masculine and male ideologies that have been relegated to the back owing to the ever-increasing feminist studies and prevalence of feminist ideologies in the field of literature. Just like the female identity, masculinity or masculine identity is a construct and mostly a probe into studies of men and male principles. Such studies reflect that masculine representations in literature are now open to ideas of alternative masculinities that do not essentially reinforce the existing patriarchal image. The fictional world sends out ideas about the existence of the protean nature of masculine and the male. It can be understood that the male identity is not restricted to the patriarchal masculine but branches into other forms like romantic masculine, lustful masculine, new masculine, and cathectic masculine. The current paper explores this concept of alternative masculinities and the protean nature of the male and the masculine as reflected in the works of Damodar Mauzzo, a Goan writer. His short story collection *The Wait and Other Stories* presents a gamut of male characters who represent alternative masculinities ranging from patriarchal to the egalitarian.

Keywords— Male, masculine, identity, protean, patriarchal, egalitarian

Studying the female, the feminine and the feminist has been a part of literature for quite some time now but the study of men, male and masculinities is a novel field in literature which is gaining popularity lately. The idea of masculinity studies is to provide a firm platform to the masculine and male ideologies that have been relegated to the back owing to the ever-increasing feminist studies and prevalence of feminist ideologies in the field of literature.

According to the socio psychological identity theory, 'identity' may be defined as "the process of the construction and revision of self-concepts that is constantly undertaken by the individual at the intersection of social interaction and individual biography". (Glomb 27) The term 'masculinity', thus, refers to the roles, behaviours and attributes that are considered appropriate for boys and men in a given society. Since the definition of masculinity is majorly based on what society expects and a male

individual's response to that expectation, therefore the definition and idea of masculinity or masculine identity, becomes fluid and is configured as per the actions and responses of male individuals to situations and participants in that societal set up. Just like the female identity, masculinity is a construct and mostly a probe into masculine studies. It reflects that masculine representations in literature are now open to ideas of alternative masculinities that do not essentially reinforce the existing patriarchal image. The fictional world sends out ideas about the existence of the protean nature of masculine and the male. It can be understood that the male identity is not restricted to the patriarchal masculine but branches into other forms like romantic masculine, lustful masculine, new masculine, and cathectic masculine.

The current paper explores this concept of alternative masculinities and the protean nature of the male

and the masculine as reflected in the works of Damodar Mauzzo. Damodar Mauzzo is a Goan short story writer, novelist, critic and script writer in Konkani. A Jnanpith awardee in 2021, he has to his credit many books and short stories that delve into aspects of human relationships and people. His latest collection "*The Wait and Other Stories*" is a collection of short stories which feature men as protagonists. His short stories are a reflection of the world of man and masculinities which assume various forms and create alternative masculinities. In an era, which concentrates mainly on feminist studies and the female gender, his work is an exhibition of the configurations of male characters displaying protean nature with distinct characteristics. His male characters are not unidimensional but manifest alternative life styles and possibility of different life choices.

The romantic male is a literary archetype referring to a character that rejects established norms and conventions, has been rejected by society, and has himself at the centre of existence. (Wikipedia). A very notable characteristic of a romantic male includes the triumph of the male over the "restraints of theological and social conventions". The character of Viraj in the short story, "The Wait" strikes a chord with the idea of a romantic male who waits patiently to unite with his girlfriend after his sister cunningly scripts their break-up. In Viraj is an atypical male personality that does not disport the characteristics of an expected patriarchal male. He exhibits a "no- aggression" attitude towards his beloved. Separated from his girlfriend, he is saddened and remains preoccupied with her thoughts for major part of the day. To him Sayali is the only girl he would marry and he finally fights with his sister and even goes to the extent of ostracizing her from his life. He says: "Shut up Didi! If a guy does it, it's a conquest. But in case of a girl, it's a scandal? Get this Didi, I will not marry any girl but Sayali. I will remain a bachelor. And further, from this day on, you will no longer be a part of my life!" (2). Viraj subscribes to the image of a man who distances himself from the chauvinistic, and hegemonic male attitude and men who have been mostly vocal and active in dominating their female counterpart.

The image of the non -dominant male is further delineated in the character of Vasudev in the story "The Next Balakrishna". Vasu Dev is a loving husband who dotes on his wife. He leaves no stone unturned to ensure that she remains happy and satiated in her life. Nothing in this world could affect his love for his wife. Such is his fidelity and compassion for his wife that he remains a stranger to his wife's brief extra marital relationship. The character of Vasu dev is very much in alignment with the concept of 'new man'. The new man functions "as alter ego to women in true sense of term. These men are non -traditional, non -

hierarchical, sensitive, understanding and supportive with an egalitarian outlook on life. They are conceived as partners to women- egalitarian, sensitive, understanding and supportive. Vasudev's masculinity goes against the traditional portrayal of men as powerful and domineering. He, in the words of Sutapa Chaudhuri,

"leaves the insensitive lordly men behind and becomes soulmate to their female counterpart as he is sensitive, understanding and even with a touch of feminine... This egalitarian trend indicates a change in the definition and portrayal of gender relationships in which from a relationship of alienation and intransitivity, women and men journey towards much better understanding of a mutual relationship".(185)

The character of Viraj and Vasudev show men freeing themselves from the bondage of the old idea of hegemonic masculinity and trying to become whole beings. The true strength of their character does not rest upon the exercise of power and authority but rather in making each other strong.

The male and the masculine psychology often entail need for sexual gratification. The doctor in the story "Night Call" reflects this psychological trait. He loves his wife and wishes to be loyal to her but the male psychology of sexual gratification gains upper hand. He is unable to control his carnal desire and falls for the amorous advances of a married nurse. However, his lust does not achieve gratification as the husband of the nurse appears almost unexpectedly leading to the abrupt cessation of an anticipated lustfully eventful night. It is however, to be noted that the doctor breathes a sigh of relief at this unexpected arrival as he is aware of his infidelity. He wishes not to be infidel but lacks control over his desires. According to Letita "Compared with women, men think about sex more often. They report more frequent feelings of sexual desire". The doctor's personality is a revelation of this psychological state of mind and masculine identity. His acceptance of the advances reveals the fact that his masculine identity is brought down to the mere fact of his wish to indulge in sex and the lady happens to have a good idea of this dimension of his personality. The doctor, thus is a combination of a man who values loyalty but falls prey to the male desire for sex. Mauzzo's depiction of this character highlights the nature of men which is markedly different from that of women when it comes to the assuaging of bodily satiation.

The short story "The Aesthete" projects the image of a male whose obsession with beauty is well marked and

prominent. According to Rhodes "Men and women both show a preference for beauty in general but it tends to be more pronounced in the males". Similarly, men "may place greater importance on physical beauty when it comes to mate choices". The character of Vishwesh in this story follows the masculine principle of placing external appearances over and above everything. His love for external beauty is well to the extent of obsession. He places no importance on the idea of internal beauty and the moment he finds that his wife has developed a white spot on her stomach which seems to be growing every single day, his love and loyalty for his wife vanishes into thin air. So strong is his abhor for the presence of this unwanted spot that he starts fearing what would people say when they observe this presence of spot in his once beautiful wife. He turns into a hegemonic male: unrelenting, insensitive, egotistic even masochistic who view their female counterparts as property to be disposed of, or used as they please. He removes his wife from his life in the same manner as he asked the hotel attendant to remove the painting that had turned ugly from his room. It is clear that he viewed his wife as mere property with a timeline. He belongs to the old school of masculine ideals that viewed women as mere beautiful objects to be possessed till they exude beauty and dispose them off as soon as their beauty seems to diminish.

The character of Mymoon in "I was waiting for you" is a blend of two male personalities. On one hand he shows the traits of a romantic male, head over heels in love with Mini, and on the other hand he lacks the courage and conviction of a true male who has the ability to withstand pressure and take a stand whenever necessary. Mymoon loves Mini but does not display courage to support her at the time of her ordeals. He leaves her side when she is raped brutally. He does not support her decision of fighting against the injustice meted out to her for the fear of bad name. He wants her also to remain silent on this issue. The fear of earning a bad name overshadows his love for Mini and he leaves her side. They however, happen to meet after years of separation and feelings of love rekindle in Mymoon. He nourishes the thought of getting united with Mini but Mini rejects his proposal in front of an entire audience. Mymoon's love for Mini is an example of masculinity that plays within the configurations of relation of cathexis or emotional attachment. His mental energy is concentrated on one particular person Mini. He cathects on Mini to land up in a regrettable experience at the end. We do not find any traces of a hegemonic male in Mymoon but he fails to conform the male ideology that spells out the responsible side of male gender.

The masculine and the male in Mauzzo's short stories are characters that are replete with human passions

and emotions. They display genuine and honest characteristics of human nature ranging from the capacity to love, lust, react and thus, evolve with time. They do not stick strictly to the definition of masculine identity that ascribes and advocates certain roles and responsibilities to them. Rather they display a protean nature: the ability to take up varied forms and shape up themselves as per societal demands on time. The stories reflect a sense of shifting masculine identity. Viraj, Vishwesh, the doctor, Vasudev and Mymoon are all representatives of the distinct masculine attributes. The male characters of Mauzzo do not stick to any stereotypical identity of the past that portrayed men as essentially patriarchal. The short stories rather lend a variety to the depiction of such identities and in a way trace the gradual evolution and transformation of the masculine ideologies of patriarchy, as represented through the character of Vishwesh, to a more understanding, sensitive new man represented by Vasudev and Viraj who hail the principle of equality and are more accommodating than others. In between the two extremes there are men who oscillate between and do not stick to any particular male ideology and principle. They do not fall into the category of males who are predominantly hegemonic, nor do they display characteristics of an egalitarian man. Nevertheless, they are more inclined towards displaying egalitarian attitude.

Damodar Mauzzo, through his stories, has accentuated the changing power relations in the contemporary era. The roles are being reversed and masculinity is gaining new definitions. His stories are diverse representations of masculine ideals and practices along with the generally accepted order of masculinity. He has created the male characters and has deftly demonstrated how the identity fluctuates and negotiates itself with each participant. His men are protean.

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Influence of Popular Online Games on English Language Skills Development of Children in Dhaka City

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Received: 25 Nov 2022; Received in revised form: 17 Dec 2022; Accepted: 24 Dec 2022; Available online: 31 Dec 2022

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Abstract— *This research paper aims to examine the influence of popular online games played by children on their development of English language skills. The language English carries a certain international status and different research in the field of language pedagogy attempt to find ways for teaching it easily. Different games can be proved helpful for teaching and learning English in interesting ways. Nowadays children are being highly involved in online gaming where they communicate with co-players from different countries using English. Thus, they get exposed to a constructed reality where lies the possibility of developing English language skills through interaction and active learning. To explore that possibility, this research has been conducted on 8-14 years old gamer children of Dhaka city who are yet to be proficient in English language. The sample children were surveyed and observed along with collection of opinions of some of their guardians. The analysis of these data showed that online gaming has brought noticeable development in the speaking skill of these children when listening and reading were facilitated to a certain extent too without much effort. But it has the least or almost no impact on their writing skill. These findings would add knowledge on the field of language pedagogy and facilitate easy learning.*

Keywords— *Active learning, English language, influence, language skills, online games.*

I. INTRODUCTION

As English is a widely used language for international purposes and higher studies, children are taught English from elementary level. But traditional old-school methods are not efficient enough for children from non-English speaking countries. Most of the time this happens because of the lack of modern resources and teachers not being able produce relevant materials on their own (Hull, 2011).

In this era of technology, children have been engaging in using mobile phone or computers. Online games are one of such entertainment sources in which children are getting involved more and more. Such media exposure is deeply connected to one's cognitive development which we often don't realize (Heather et al., 2008). Therefore, different medias can be tried out to facilitate learning and game-based learning is one of them (Yang & Hsu, 2013). Again, among different sort of

games, mostly online games provide a conversational framework that makes opportunity to interact with other co-players. Thus, it demands the use of a common language as the players advance towards a common goal within the game's setting (Spyridonis et al., 2018).

But many parents are concerned and worried about their children's exposure to gaming and skeptic about the connection between children playing games and learning something from it (Lieberoth & Fiskaali, 2021). Therefore, this research attempts to find the bright side of the unpopular issue of popular online games being the source of gaining linguistic ability.

The COVID time has introduced us with online learning as a crying need in certain situations. Since 17th of March, 2020 the educational institutions have been closed in Bangladesh for a while. During that time, children have been spending time at home and have been exposed to different medias more than ever before. Among

them, 19% of the female students and 23% of the male students spend time playing online games and browsing internet (BRAC, 2020). Therefore, the issue of children being involved in gaming is a prevalent one and this research would try to connect it with the learning process of children.

This research emphasizes on the impacts online games have on the four skills of English language (listening, speaking, reading, and writing) of the children and the possibility of turning online gaming as a helpful tool in English language teaching in the context of Dhaka city of Bangladesh and in case of the children within 8 to 14 years old.

Research Objectives

The general objective of this study is:

- To explore the influence of online games on children's English language skills development.

The specific objectives are:

- To find out the impact of online games on four skills of English language (listening, speaking, reading, and writing) of the children.
- To recommend ways for the institutionalization of online games in English language teaching.

II. RELATED WORKS

i) Virtual Communication and Language Learning

Jie Chi Yang and Hui Fen Hsu's (2013) paper entitled "Effects of online gaming experience on English achievement in an MMORPG learning environment" presented how multiplayer online games could be an effective tool to learn vocabulary and sentence structure. Here, there is a chance to express one's condition, feelings, thoughts with other players while playing. At the same time, such games include role playing that is a great medium of learning through different characters or avatars which allow the gamers to act as an individual within the game. Thus, they suggested a virtual learning environment for students in case of learning English.

As found in a research conducted by Sundqvist and Wikström (2015), it is stated that there is a significant difference between the linguistic benefits generated by MMORPGs when compared to single-player games. These gamers generally acquire more positive linguistic benefits than players of single-player games. Sundqvist and Wikström (2015) believe this can be attributed to the increased level of active participation demanded here.

MMORPGs also offer social interactions. These interactions offer situations wherein the students also acquire linguistic input that would otherwise be more difficult to attain. Online situations have different medium in which the linguistic input is needed. These types of situations offer a different source of motivation and different opportunities for the students to practice the target language.

ii) Role Plays and Language Learning

R. L. da Silva (2014) talked about how video games could be a way to enhance the proficiency of language learner in his article "Video Games as Opportunity for Informal English Language Learning: Theoretical Considerations". He argues that games are a great way of teaching various types of language quirks such as accents. The article describes two particular types of skills that video games help cultivate: receptive skills (reading and listening) and expressive skills (writing and speaking) (Silva, 2014). It happens by giving players new vocabulary and then immediately providing them with the proper context. These games stimulate the player's other senses and have a character perform a corresponding action.

Domas Rudis and Svetozar Poštić (2018) came up with several notions regarding the assistance of video games in the acquisition of English language. They showed the popularity of video games are the most among other medias like books, cartoons as they are interactive and their influence on language learning is positive. They described the process how these games influence language acquisition. The gamers try to understand the situation of the games and follow the instructions to fulfill the objectives of the games. Thus, they both passively and actively engage in English language acquisition.

Lisbeth M Brevik (2016) conducted a research on the secondary school going boys around 16 to 17 years of age on their reading skill of English which was their second language (L2). These boys were poor readers of their native Norwegian language (L1) but good in English language which is something unusual. When she tried to figure out the reason, she found that all of these boys "play online games in English on a daily basis" (Brevik, 2016).

iii) Media and Language Learning in the Context of South Asia

Shaheen Ara (1970) in her paper entitled "Use of Songs, Rhymes and Games in Teaching English to Young Learners in Bangladesh" presented how a stress-free environment could offer much more than the traditional learning environment and to prove this point, she particularly focused on music, rhymes and games. About games, she implied that it can be a very efficient tool for

learning language as it is enjoyable, has “a reason to communicate” and has “a lot of repetition” of language (Ara, 1970).

Lauri Pynnönen (2019) worked on guardians’ attitude towards game-based learning in context of Pakistan and Bangladesh. In this research, he attempted to find out learners’ response and guardian’s attitude towards a game-based learning. The guardians were doubtful about such digital learning but the participation of children in this game-based learning process was spontaneous as the traditional South-Asian ways have been monotonous to a lot of them.

III. CONCEPTUAL FRAMEWORK

A conceptual framework according to the researchers, refers to a structure that has the ability to present the sequential or natural progression of the matter that is being studied in the best form possible (Camp, 2001).

This conceptual framework below has the sequential process how this research has advanced and where it has proceeded towards.

The conceptual framework shows that typical methods of ELT and children involving in online gaming these days have merged to the inception of the connection of online gaming and language learning.

That idea leads to the examination of the effects of online gaming in the development of English language skills of the children.

Then this surveys and observation lead to the idea of institutionalization of online gaming though it must face both academic challenge and impact of guardian’s outlook on it.

Finally, all these processes may lead to the situation where spontaneous participation of children in learning English language can be witnessed.

IV. METHODOLOGY

i) Research Nature

This research has used a mixed approach including both qualitative and quantitative analysis of data. It has worked with children of Dhaka city who has a trait in common which is playing online games. It has attempted to comprehend the language (English in particular) learning process of these children.

ii) Data Source

Both primary and secondary data were used for the sake of this research. Primary data were collected from

the participants and researcher’s observation of gamer children. The secondary sources of this research have been different journal articles by other researchers and scholars.

iii) Methods and Tools

This research has used survey and observation as methods to reach to its outcome. The researcher has run a survey on the sample participants and has done observation on few of them. Therefore, this research has used both open-ended and close-ended survey questionnaires and direct observation as data collection tools. Charts and tables have been used for the presentation of data.

iv) Sampling

15 gamer children were the participants of the survey questionnaire and 3 guardians filled up the questionnaire prepared for them. 2 gamer children were taken for the sake of observation.

The children who are inhabitants of Dhaka city have been selected as it will help the study to be more accurate and at the same time approachable for the researcher. Children who are in English medium schools have been avoided to preserve the quality of the outcome of this research.

Children who were observed by the researcher were chosen purposely as the researcher personally knows them being a heavy gamer.

V. RESULTS AND DISCUSSION

A) Gamer Children’s’ Survey Report

i) Exposure to Multimedia

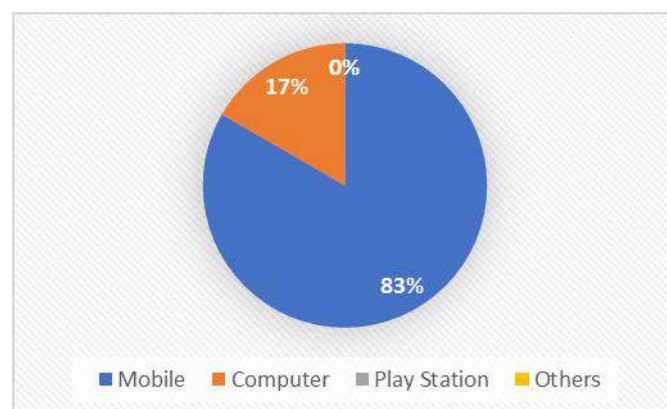


Fig. 2: Exposure to Multimedia

This percentage shows that majority of the children this age is exposed to devices like mobile or computer. It also makes the idea evident that the children of this age are spending quite an amount of time in online gaming regardless of its effects.

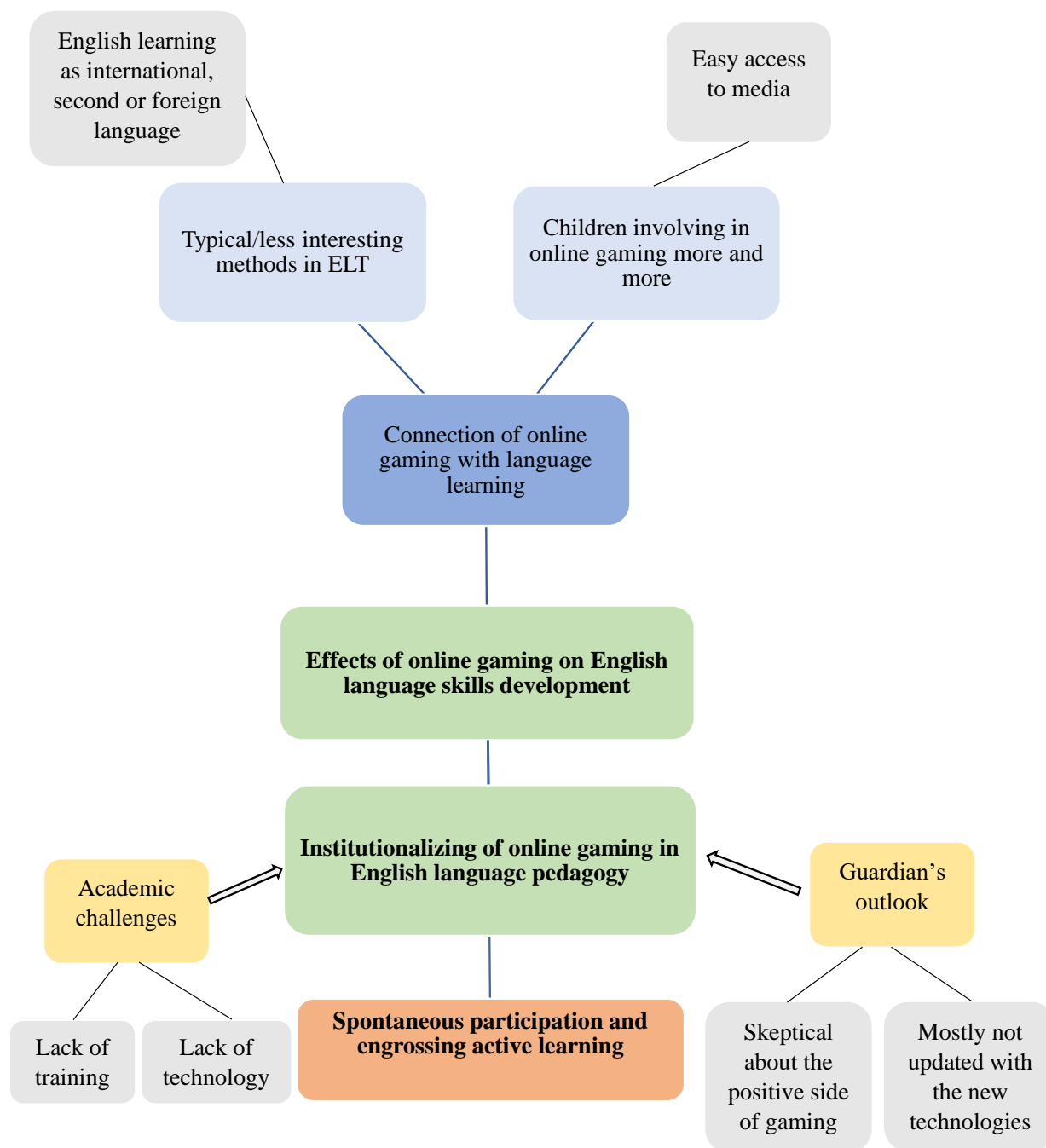


Fig. 1: Conceptual Framework of the Study

ii) Popular Games among the Children

The games from children's responses are 'Minecraft', '(Garena) Free Fire', 'Clash of Clans', 'PlayerUnknown's Battlegrounds (PUBG)', 'Call of Duty', 'Delta Force', 'Asphalt 8: Airborne', 'Mini Militia - Doodle Army 2', 'Grand Theft Auto: Vice City', 'Craftsman: Building Craft', 'Plants vs. Zombies', 'Ludo', 'Granny', 'Shadow Fight', 'Puzzle', 'Snake', 'Talking Tom', 'Mouse

Trap', 'UFO', 'Talking ginger', 'Dragon Evolution', 'Bubbu School', 'Dino Coloring Game'.

Most of them are multi-player in nature and others are AI-based solo games.

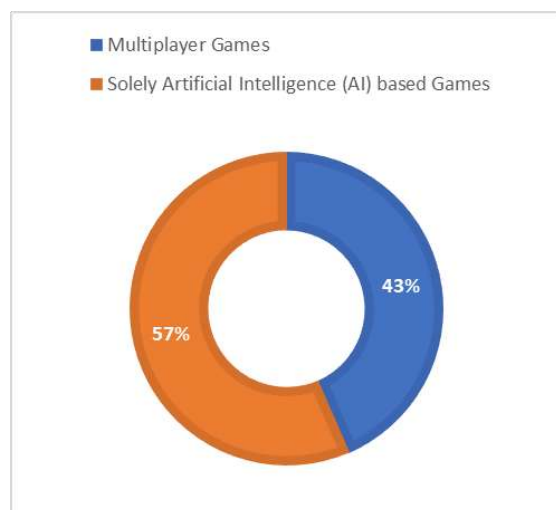


Fig. 3: Nature of Games Children Mostly Play

iii) Assimilation Ability

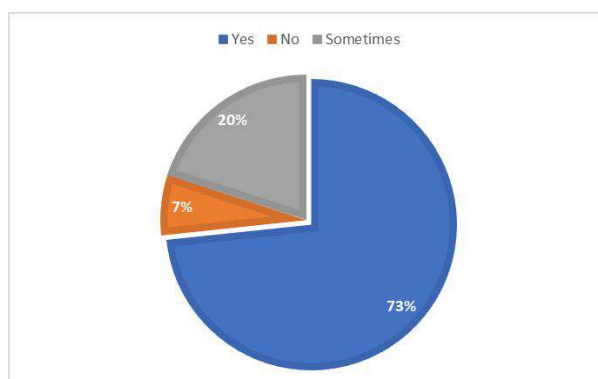


Fig. 4: Assimilation Ability

These analytics show that majority of the children can understand or apprehend information from virtual reality of these online games which is the first step of active learning.

iv) Report on Reading Skill

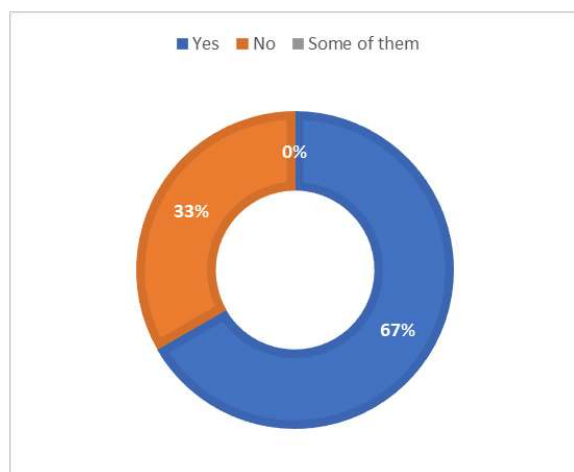


Fig. 5: Report on Reading Skill

The analytics show that majority (67%) of the children said that they can read all the English words in the games they play.

v) Enrichment of Vocabulary

The children were asked to write few English words that they have learned from gaming to assess the influence of gaming in their enrichment of vocabulary. Their responses are as follows.

Table 1: Vocabularies Learned from Gaming

Newly Learned Vocabulary	Parts of Speech
Action	Noun
Armory	Noun
Bite	Verb
Bridge	Noun, Verb
Buck	Noun, Verb
Catch	Verb
Collection	Noun
Dino	Noun
Dynamic	Adjective
Fight	Noun, Verb
Fire	Noun
Jump	Verb
Kill	Verb
Match	Noun, Verb
Plant	Noun, Verb
Redeem	Verb
Search	Verb
Shoot	Verb
Stone	Noun
Trap	Noun, Verb
Tyrannosaurus	Noun
Vault	Noun
Weld	Verb
World	Noun

Most of these newly learned words are quite complex for children to learn easily and most of the words are either verb or action words and nouns.

vi) Development of Speaking Skill

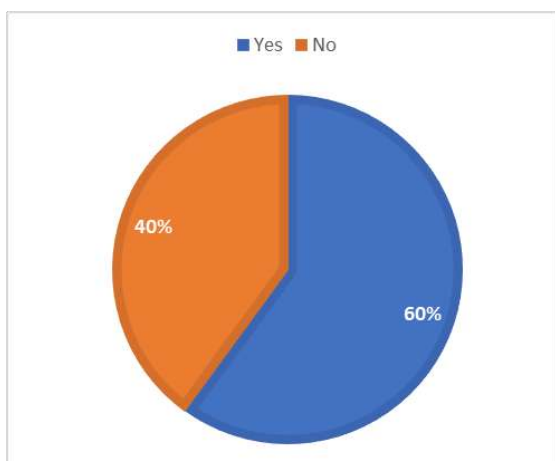


Fig. 6: Development of Speaking English

The above chart shows that majority (60%) of the children said that they use the new vocabulary learned from online gaming while speaking. This can be a new perspective on vocabulary learning from online gaming and utilizing it to enhance the children's speaking skill which is normally a long-term process.

vii) Development of Writing Skill

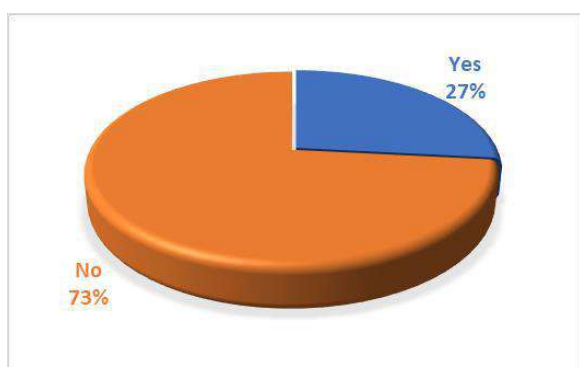


Fig. 7: Development of Writing Skill

Here, 73% of the children said that they don't use the vocabulary they learned from online gaming in their writing and that's because of not remembering the proper spelling of the words.

viii) Engagement in Online Gaming

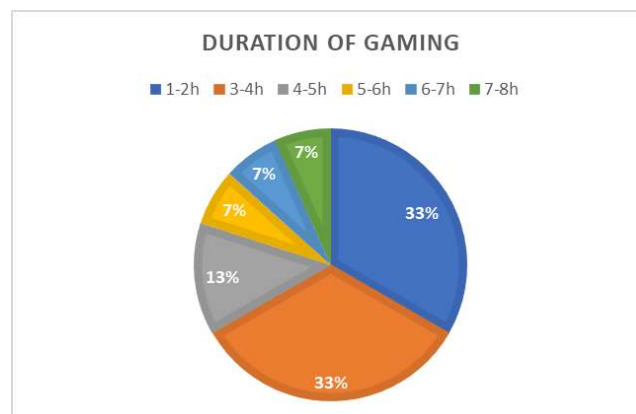


Fig. 8: Engagement in Online Gaming

The children were asked to write an estimated time of their gaming activities. This calculation will help to understand the probable participation of these children in study sessions if it includes online gaming. Their responses are summarized in the above chart.

ix) Disturbance in Studies

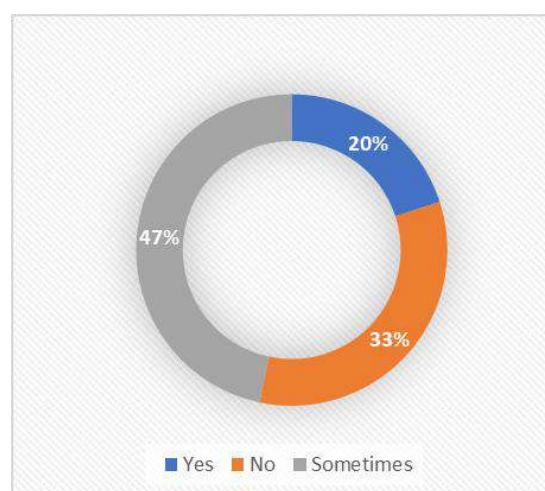


Fig. 9: Disturbance in Studies

It is evident from the analytics that even the gamer children admit that there is some negative impact of gaming and it comes in the way of studying.

x) Allowance from Guardians

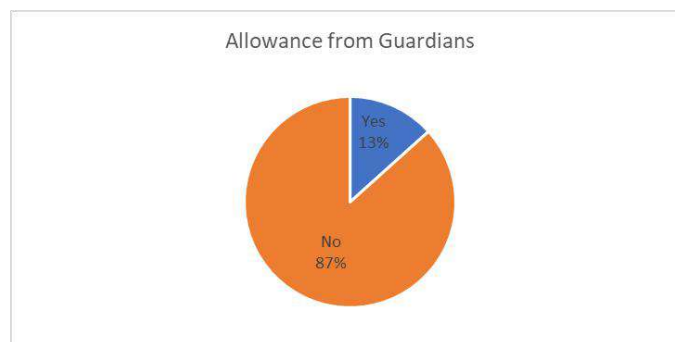


Fig. 10: Allowance from Guardians

The above chart depicts the allowance from guardians that children get for playing online games and it has an overwhelming result to portray. The outlook of the guardians here is mostly negative in case of letting the children play online games.

xi) Opinion on Gaming Being Helpful to Learn English

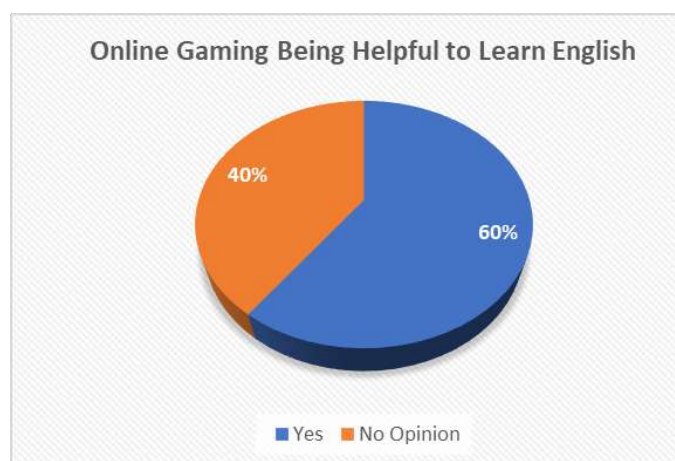


Fig. 11: Opinion on Gaming Being Helpful to Learn English

60% of the children put their opinion in favor of gaming as a helpful tool for them to learn English.

B) Guardians' Survey Report

i) Perspective on Online Gaming

The result in this case is a bit unexpected as all the guardians who participated in the survey agreed that it is necessary to let their child play online games at least "sometimes" with no one choosing the option "Never".

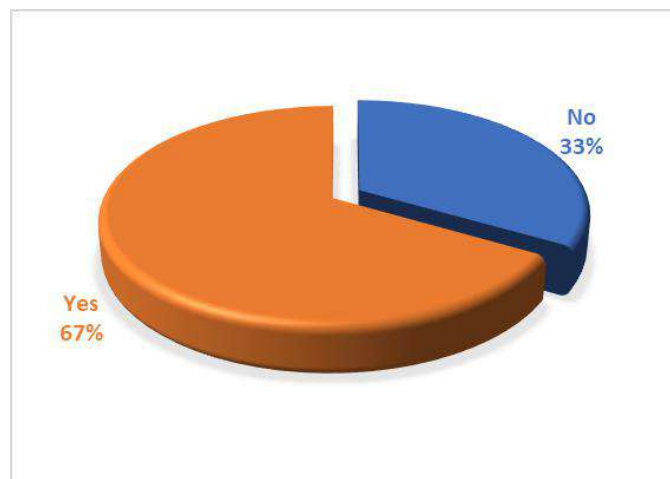


Fig. 12: Perspective on Online Gaming

ii) Clash with Studies

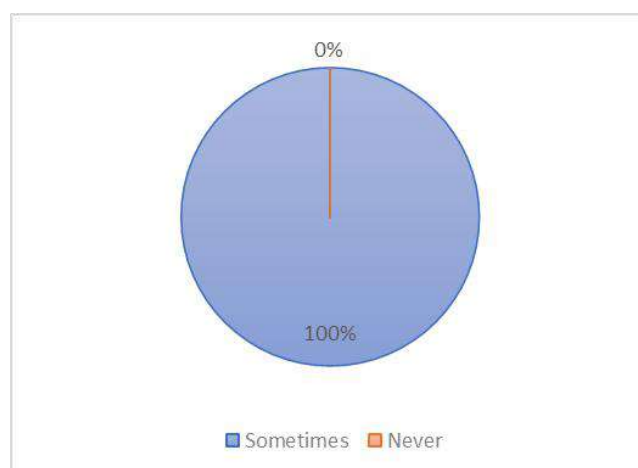


Fig. 13: Clash with Studies

A minority (33%) of the guardian think that it is okay to play these games as they do not see it clashing with studies and the rest thinks that online gaming is negatively affecting their child's studies.

iii) Report on Assimilation Ability

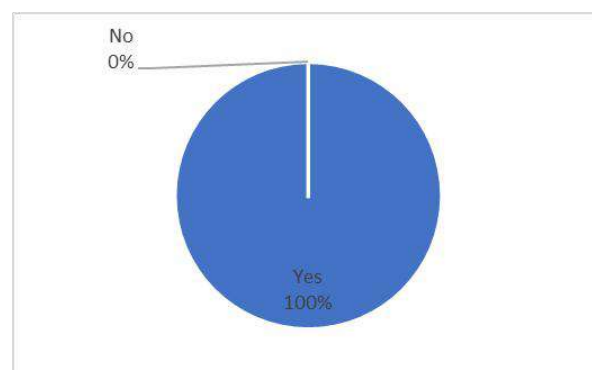


Fig. 14: Report on Assimilation Ability

Surprisingly, all the guardian (participant) claimed that their children's understanding regarding English language is better than what was before online gaming with no one claiming otherwise.

iv) Report on Speaking and Writing Skill

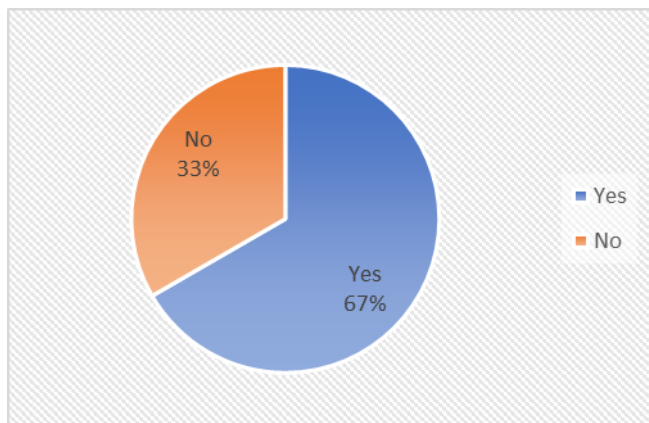


Fig. 15: Report on Speaking and Writing Skill

67% of the guardians said that their children's overall speaking and writing have more English words in them now. But the rest said not to have found such noticeable changes.

v) Thoughts on the Inclusion of Online Gaming in English Language Pedagogy

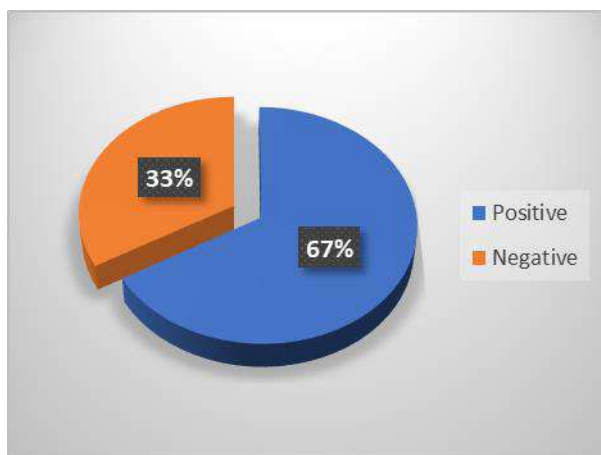


Fig. 16: Thoughts on the Inclusion of Online Gaming in English Language Pedagogy/

Here, the guardians are divided too as 67% of them think that it is a good idea when the rest (33%) of them think that institutionalization of online gaming is probably more harmful.

C) Observation Report on Children

The notes taken by the researcher during the observation of the gamer children have been presented in

this part. Two children have been observed and they will be mentioned here as Child 1 and Child 2.

i) Difference in Attention or Focus

It has been observed in case of child 1 that he doesn't have as much attention towards his surroundings as he had while gaming where child 2 was continuously communicating with other players (he mostly plays multiplayer games) throughout most of the session ignoring people around him.

ii) Difference in Engagement

Child 1 was trying his best to understand the tasks and instructions of the game trying out different options of it when child 2 was doing the same to understand everything asked to do in the game.

iii) Understanding of the Mechanism of the Games

It is seen that, child 1 was constantly trying to receive different information provided in the game and responded accordingly when Child 2 was seen to break down different instructions within the game as if it was any math problem.

iv) English Words or Sentences Spoken while Gaming

Child 1 was seen uttering different English words which are mostly names of objects. Again, he was seen saying "Yes!" in ecstasy when he could win or succeed in the game and "Shit!" when he failed. Child 2 was seen saying different action words like "run", "shoot" while playing with other co-players. Again, he too said "Oh, no!" in frustration when he lost a round or failed a certain task.

v) Post Gaming Effects

The differences that have been recorded after a gaming session of the children by conducting a close observation on them are listed down below.

- Frequent use of English words was found as they were conversing with the researcher.
- They were brainstorming so that they can find ways to solve the next task or level.
- They could understand the words or phrases, or fragments of instruction present on the games when they were repeated by the researcher.
- They were searching or asking for new words or terms they found on those games.
- Their way of communication noticeably changed in case of conversation on the topic of gaming and what they got to do in that setting.

D) Discussion

i) Development of Listening Skill

Majority of the children claimed that they could follow up the instructions and directions provided by the

system of the game or other co-players. Some of the children do recognize words in different context they have heard while gaming. Both the children and the guardians have agreed on this point that online gaming is leaving major impact on their listening skill. Because gamers must listen to their teammates attentively for certain instructions or keeping updated to move ahead in the game (Toufik & Hanane, 2021). Therefore, the effect of online gaming on the development of children's listening skill has been found positive and the depth of it is noticeable.

ii) Development of Speaking Skill

The most noticeable changes were witnessed in the speaking skill of the gamer children. Majority of them claimed that they use new English words that they have heard or seen while gaming. It is undeniable by the guardians too as they have all said that their children now do use more English words or sometimes fragment of sentences or phrases when they speak. This is assisted by mostly communication with the other players in multiplayer games as one of the children claimed and by repeating sounds (phoneme) they might have heard while gaming. Again, a gaming setup is facilitating for speaking in a sense that it provides the comfort removing the stress and shyness of the children when speaking (Dewi et al., 2017).

iii) Development of Reading Skill

Most of the children said that they have learned a lot of vocabularies by playing these games and now whenever they hit similar words, they can easily read that. Sometimes, even in games these words or phrases are repeated and through these repetitions they are being better readers. The option to replay games works as reinforcement here (Kieran & Anderson, 2016). Here rote learning takes place as repetition causes memorization and recognition of new elements. According to the guardians, their children now understand discourses on English language better than before. But the effect of online gaming on the development of the reading skill of children is not as much as it has been on listening and speaking skill.

iv) Development of Writing Skill

This is the skill that is the least affected by online gaming. Majority of the children said that they do not really use new words or any phrases that they have learned from gaming. Guardians are here divided too. Some of them haven't found any noticeable changes in their writing skill as they have found in their listening and speaking skill. The main reason here is spelling as it is a must before writing anything and it is not easy to remember just by hearing or looking once. Therefore, the writing skill of children is not much affected by online gaming. However, they can be asked to write about their favorite games and whatever they like about it to enhance their writing skill (Putri, 2015).

V) Inclusion of Online Gaming in English Language Teaching

From all the above data and analysis of different opinions and scenarios, this study is positive that it is possible to include online gaming as tool to teach English in an academic environment. All the children thought that it would be a better situation for them to learn English if they could do it in form of playing these games. There is a slight chance of their opinion being biased and therefore the guardian's opinions are much needed for cross-checking. Majority of the guardians thought that it would be a nice opportunity for the children as they get to have entertainment and lessons side by side as one said. From the personal observation of the gamer children by researcher has shown that the engagement and attention that children offer in gaming is what desired but is missing in their academic activities. They even self-learn things when they play such games as these offer an authentic and engaging learning environment (Otting & Zwaal, 2007). Therefore, all these analyses show that the idea of institutionalizing online gaming as a tool to teach English is an insightful and prevalent one.

vi) Addressing the Research Questions

This research had the objectives of finding out the influence of popular online games on the development of the English language skills of the children and to examine if it can be included as a tool to teach English. From the analysis of all data received from the participants and discussion on them, it is seen that the speaking skill is mostly affected by online gaming in a positive way. Both listening and reading skill too are being affected to some point effortlessly. But there is no significant impact found in the writing skill of these children. About the idea of institutionalizing online gaming in English language pedagogy, most of the children and guardians are hopeful and welcoming. But considering the other opinions, there must be some measures taken before the actualization of this idea.

VI. CONCLUSION AND FUTURE SCOPE

i) Findings

The different findings of this research have been listed below.

- a) Majority of the children have access to multimedia devices like mobile or computer nowadays.
- b) In case of children, online games have taken over other medias for them.
- c) Even though English is not the first language (L1) of the children in Bangladesh, majority of them are

able to understand instructions in this language within these online games.

- d) A good number of children can read different English words or phrases or short sentences that are provided in such games which they are not familiar with.
- e) Children reportedly learned a lot of new vocabulary from online gaming; some of which are tough to learn in normal circumstances at their age.
- f) Some of the children use the newly learned words or phrases or parts of a sentence when they speak which enhances their speaking skill.
- g) There is no significant change in the writing skill of children as they said they cannot mostly use new words or phrases in writing.
- h) Children spend three to four hours in online gaming in average in a day which is quite an engagement.
- i) Few of the children and some of the guardians think that online gaming hampers their studies and some guardians most often don't let them play.
- j) Majority of the guardians think that online gaming of the children is okay if it is regulated.
- k) Both children and guardians agreed that they have witnessed betterment in the overall understanding of English language after being involved in online gaming.
- l) All the children claimed that online gaming can be helpful for them to learn English.
- m) Minority of the guardians were skeptic of the positivity of the institutionalization of online gaming for English language pedagogy when majority thought it could be an opportunity to both learn English and technology at the same time.

ii) Recommendations

The recommendation suggested the by researcher are as follows.

- a) Utilizing different medias in language teaching should be considered.
- b) As children engage most with online gaming, it should be considered to be a part of English language teaching.
- c) Basic level games should be brought in the language learning environment in case of the lack of high technology in classroom.
- d) Violent games should be omitted and to do that, a review board should be formed.
- e) Online games that have room for communication and interaction should be selected that would encourage active participation.

- f) Teachers should be given primary level training if needed to keep up with new teaching methods and handle the children accordingly.
- g) As reading and writing skills aren't much influenced by online gaming, children should be given tasks on these two skills too after a productive session of gaming.
- h) Future studies can be conducted on the idea of making game-based learning a stand-alone method in ELT.
- i) Finally, children's interest areas should be kept in mind for spontaneous participation and engrossing learning.

iii) Conclusion

The new generation of children are exposed to different medias unlike previous time and thus the typical methods in which they learn things at educational institutions have become tedious. In this situation, it is wise to take the best of different medias like online gaming.

From the research, it has been proved that children spend a long portion of their time after online gaming every day. It would be great if it could be used in a productive manner as it is a concern of their guardians.

In that case, if online gaming can be used as a tool to teach English in the educational environment in the recommended manner, it would be a both way benefit for the children as their English language skills will be developed and gaming sessions will be regulated.

iv) Implication

The findings of this research have met the objectives of it and answered to its attempted questions. The idea that children are unconsciously and effortlessly developing their English language skills; especially listening and speaking and learning even tough words easily can be a breakthrough in the field of language pedagogy if implemented in the proper manner.

Future studies can be conducted on the inspection if game-based learning can be a standalone method in ELT and finding ways to reduce the complication of including it in academic environment.

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A Critical stylistic analysis of the representation of the Iraqi local society in Sinan Antoon's *The Corpse Washer*

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Received: 09 Oct 2022; Received in revised form: 25 Oct 2022; Accepted: 02 Nov 2022; Available online: 08 Nov 2022

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Abstract— *The study aims to examine and elucidate the ideologies that are used by Antoon to trace his local society in his novel The corpse washer and which textual conceptual tools of critical stylistics he implements in the selected extracts. The study adopts Jeffries' (2010) critical stylistic framework to analyze the collected data quantitatively and qualitatively. The data of this study are four extracts from a different chapter of Antoon's novel The corpse Washer. They are chosen depending on two themes: deterioration of education and art and insecurity. Each theme includes two extracts. The analysis of the data shows that Antoon uses all of the tools to present his viewpoint. The insecurity theme gets a higher percentage of the total use of analytical toolkits at a rate of 62.55%, which shows that Antoon criticizes the Iraqi government and American Army for their irresponsibility in protecting the Iraqi borders, which cause Al-Qaeda and Isis to enter the country and spread violence by killing Iraqis from different sects and ethnic groups. The analysis shows that the theme of decoration of education and art comprises 37.45% of the total use of textual conceptual functions offering Antoon's criticism for the Iraqi administration, teachers, and people for neglecting education and art.*

Keywords— *Critical Stylistic, Iraqi local Society, Sinan Antoon's novel The corpse washer.*

I. IRAQI LOCAL SOCIETY

Iraq is a big country with a specific geographical area. It has a common history that consolidates the values and social network of families and groups and a sense of belonging among its members. Hashem (2014,p.3-11) mentions that Iraqi local society consists of groups of people sharing a set of principles, social values, social ties, social networks, and interaction. It can be identified according to people (the group of individuals), the homeland (the land where the people live), social ties, which consider the basis of the people's solidarity and unity, and language, history, customs, and social traditions. She (2014,p.12) states that it is classified into bedouin, rural, and urban societies. Some general characteristics can distinguish these three subtypes. According to Alwady (2013,p.56), bedouin society lives in the desert, depending mainly on its natural resources in their life. It characterizes by a social culture that is seen by the main virtues like courage, generosity, hospitality, and loyalty to the tribe.

Tribal fanaticism means that the tribe has the function of government, and there are no property rights due to the common invasion and the absence of the government's role. In rural society, people live in villages, which are considered the social unit of the countryside. The government controls this society, unlike the previous one. For these reasons, lifestyle is dominated by simplicity, stability, social network, and adherence to values, customs, and cultural traditions. In contrast, in urban society, people live in the city depending on industries and trades. Alwady (2013,p.56) mentions that this type of society is characterized by the density of the population, which causes the absence of heterogeneity in society, and social mobility. Its social interaction is characterized by formal relations and a diversity of ethnic groups since urban society has different behaviour and social roles according to structural and functional institutions, such as religious, economic, political, and military. The Iraqi Ministry of Planning declares the total number of the Iraqi population in 2021, as illustrated in Table 1.

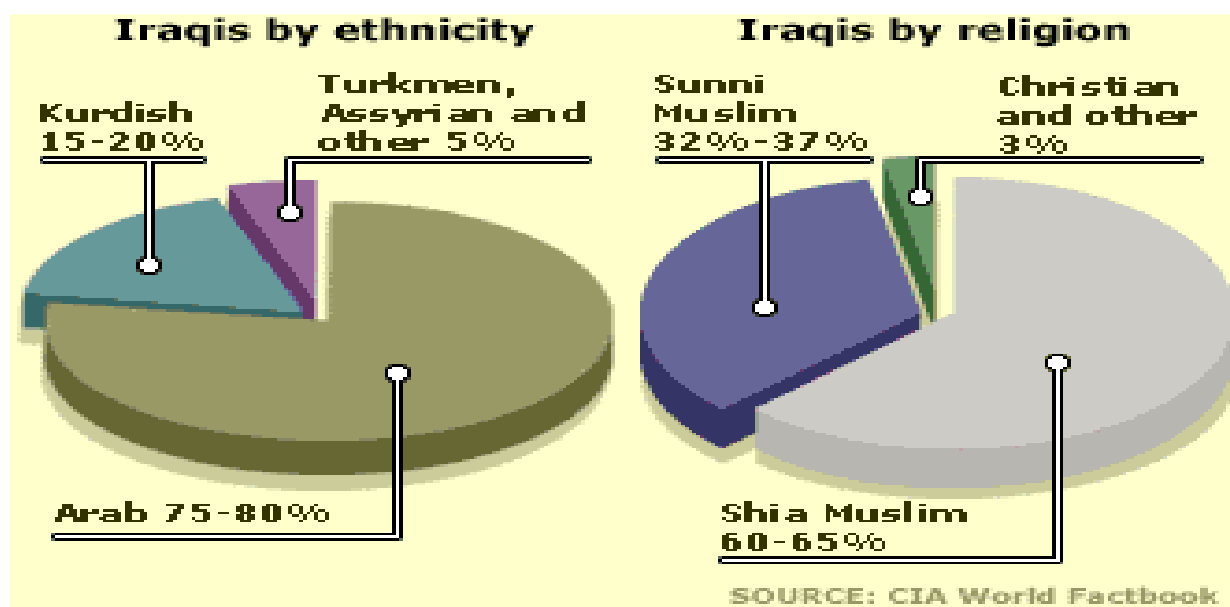
Table 1 The estimates of the Iraqi population during 2021 according to the Ministry of Planning
<https://mop.gov.iq/news/view/details?id=841>

Population	n	%
Males	20,810,479	51%
Females	20,380,179	49%
Urban	28,779,201	69.9%
Rural	12,411,457	30.1%
Total	41,190,658	

According to *Soldier's handbook to Iraq* (2010,p.5), 80% of the Iraqi population speaks Arabic, while others speak Kurdish, Armenian, and Assyrian, as illustrated in figure 1.

Figure 1

Percentage of the Iraqi Population according to their Ethnicity and Religion cited in *Soldier's Handbook to Iraq*(2010, p.5)



According to Al Samaraie (2007, p.931), Iraqi local society has suffered during the last two decades from three wars from 1980 to 2003. These wars have devastated Iraq's economic situation, health service, and educational level. Moreover, the humanitarian consequences of these wars were tragic and immense because most of the population was wounded, killed, or captured as prisoners of war. Dawood (2014,p.5) mentions that political instability has changed the situation in Iraq from a tyrannical regime to a relatively democratic one. This political transition causes economic instability and the emergence of societal violence at all levels of a sect, a family, party conflicts, and identity conflicts. In fact, the wars have affected all Iraqi social classes. According to *UN Assistance Mission for Iraq* (2005, p.1), the

transitional government has faced new armed terrorist operations by Abu Musab al-Zarqawi. He is a leader of a Tawhid wal-Jihad group and al-Qaeda. He has killed nearly 30000 Iraqi civilians. As a result, violence, instability, ignorance, and poverty dominate the local Iraqi society. Moreover, Al-Nadawi (2020,p.14) mentions other factors that cause poverty in Iraq, like financial and administrative corruption, migration, and forced displacement, which have led five million of Iraqis to leave their places after being controlled by the terrorist group ISIS in 2014. He (2020,p.6) confirms that this situation has forbidden most of the children from education, and some children are born without Iraqi national cards. Besides, there were 2,309,245 million refugees in 2005. These dramatic situations have caused

unemployment for workers who depend on wages for their livelihood. In addition, the Ministry of Planning has declared that the last estimate of Iraq's unemployment rate was 17.6% in 2014 and 20.4% in 2016. Hence, a multidimensional poverty status occurs in all aspects of Iraqis' social life, like education (joining a school), health (nutrition and children mortality), and the level of standard and comfortable living, including electricity, water, raw sewage, cooking fuel, etc.

II. CRITICAL STYLISTIC ANALYSIS

Critical stylistics is an approach to linguistics that studies the implicit ideologies in the texts. It is proposed by Lesley Jeffries (2010) in her book *Language and power*. Jeffries (2010) clarifies that CS give

"the reader a clear set of analytical tools to follow in carrying out critical analysis of texts, with the aim of uncovering or discovering the underlying ideologies of the texts" (p.6).

She (2010,p.16) states that it is an eclectic model that includes tools from critical discourse analysis and stylistics analysis to produce textual conceptual functions or analytical toolkits. She (2016, pp. 1-16) mentions that critical stylistics consists of ten analytical toolkits asking about the power and ideology embedded in language and also describing the ideology in the literary text. Coffey (2013) states that Jeffries introduces her framework to full the shortcoming of CDA because it lacks comprehensive tools to analyze the text, whereas critical stylistics tools are more comprehensive than those used in critical discourse analysis. They display the "linguistic choices of text producers and their possible ideological motifs and implications" (p. 30). These analytical toolkits are based on some linguists' work from critical discourse and stylistic analysis, like Fowler, Fairclough, Simpson, and Short. By critical discourse, Jeffries (2010,p.11) means Fairclough's three dimensions to CSA: "*description, interpretation, and explanation.*" She uses "*description*

and *interpretation,*" whereas most scholars use the third dimension in critical discourse. By stylistic analysis, she refers to Simpson's (1993) model of modality, transitivity, and pragmatic analysis and Short's (1996) model of speech presentation. Jeffries (2010,p.11) states that critical stylistics consists of a set of analytical tools with different subcategories (see figure 2). They are the following:

- Naming and describing implied ideology through speaker's/writer's choice of naming to describe a referent, such as animate, inanimate, or thing.
- Representing actions/events/states is related to Simpson's (1993) model of transitivity, identifying by the semantic system of a clause. Jeffries(2010, pp. 40) confirms that transitivity conveys different functions, like "happening, doing, and state."
- Equating and contrasting are identified according to lexical semantics that is used either to equate or contractive ideas, people, or things.
- Exemplifying and enumerating are used to give examples or list the number of categories.
- Prioritizing is used to make a specific element of the structure as the main focus or new information.
- Implying and assuming are related to pragmatics terms: presupposition and implicature when the speaker assumes or implies something.
- Negating is identified by syntactic triggers or morphological processes when the speaker uses them to create a real world or story to persuade the hear.
- Hypothesizing is related to Simpson's (1993) model of point of view, which clarifies the speaker's viewpoint via narrative style and modality.
- Presenting others' speech and thoughts include short's (1996)_model, which is identified by pragmatics terms direct and indirect speech when the speaker uses them to produce his viewpoint.
- Representing time, space, and society are related to the pragmatics term of deixis, which includes personal deixis, special, temporal, and social deixis.

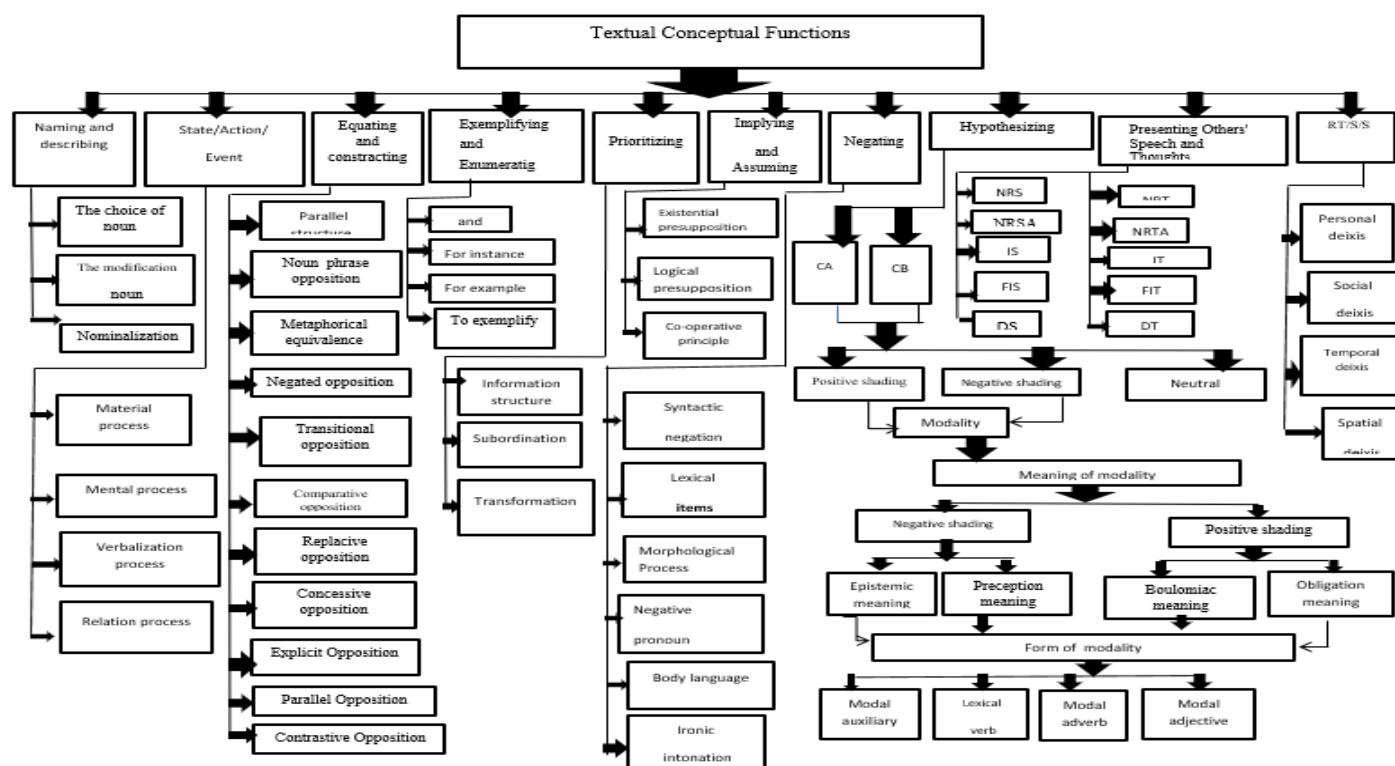


Fig.2 Jefferies' (2010) model of CS.

III. METHODOLOGY

The current research adopts Jefferies's (2010) model of critical stylistics to analyze quantitatively and qualitatively four selected extracts from different chapters of Antoons' novel *The Corpse Washer* to represent Iraqi local society. The extracts are selected based on two themes: Insecurity and the deterioration of education and art. Each theme includes two extracts. The extracts are related to the main character and the narrator of the novel, whose name is Jawad.

IV. DATA ANALYSIS

4.1 Deterioration of education and art

Antoon criticizes the Iraqi government and his society because both share in the deterioration of education art, as illustrated in the analysis of textual conceptual functions in the following two extracts:

4.1.1 Extract 1

This extract is taken from Jawad's speech when he described the education of art at school.

"At school, sports and arts classes were ignored and we often spent those classes (especially arts) playing soccer, or trying to sneak out to roam around the neighborhood.

Some years we would get teachers assigned for arts, other years we wouldn't"(Ch 8,p.32).

This quotation is narrated through direct speech and category A. It consists of the compound and simple sentences. The compound sentence includes the fronting process as in the adverbial prepositional phrase *At school*, which carries the focus of the information. Jawad used a passive sentence. It contains naming and describing via the choice of the nouns *sports* and *arts*, the verb *be were*, and the mental process *ignored*. Naming and describing are listed by enumerating as in the conjunction *and*. The sentence also includes the material process *spent*, the existential presupposition *of those classes*, and the personal deixis *that refers to Jawad and the students* expressing the deictic centre of his speech. These tools show that the author manipulated the reader's intention because he omitted the subject of the active sentence to make the reader notice the main important point of this sentence is ignorance of education. The last simple sentence includes the modal auxiliary *would* that conveys an epistemic meaning that represents Jawad's confidence and the truth of his speech. Also, the quotation includes the material process *get*, naming, and describing in *teachers*, negating in *wouldn't*. The ideological effect of these tools reveals that art seems to be neglected because of the decrease in the aesthetic value of ILS because of the wars.

"Our school didn't have a special arts room, and the administration wasn't keen on providing the necessary material for teachers.....Thus most arts teachers, if they bothered to show up at all, killed time by chatting with us or letting us do our homework for other classes. Meanwhile, they would read the newspaper or look out the window, asking us to keep it down when we became too noisy" (Ch.8, p.32).

Jawad narrated through direct speech and category A. Antoon changes his style in this quotation into active sentences to make the reader directly notice the reason behind the deterioration of education. The quotation includes a compound sentence and two subordinate clauses. The compound sentence contains existential presupposition in *Our school*, and *the administration*, naming and describing in the noun *arts* and negating in *didn't*, and *wasn't* make clear referent point to the deterioration of education. The relation process *wasn't* connects the carrier *the administration* with the attribute *keen* to describe the fact situation. The information structure as in the propositional phrase *on providing the necessary material for teachers* shows the government's dereliction in improving education. The subordinate clauses contain naming and describing in the choice of nouns *arts teachers*, the mental process *bothered* and *look* the material process *killed*, and *read*, the existential presupposition *the newspaper*, *the window*, and the relation process *became*. The ideological effect of these tools reveals that Antoon criticizes the Iraqi government for the deterioration of art education, which seems to become a natural ideology in ILS since wars, government, and Iraqis all share in that. For example, the government did not provide infrastructure or technical systems for art teachers. Neglecting these issues causes degradation of the art lesson; hence, the result negatively impacts the Iraqis' life. For example, on one side, the art teachers neglect art lessons; on the other, the Iraqi families consider art useless because the wars made them focus only on their daily lives. Therefore, the aesthetic value of art is neglected.

4.1.2 Extract 2

In this extract, the following analytical toolkits show that Antoon criticizes the Iraqi people for their negative view of the career of an art teacher, which causes neglecting of the aesthetic value of art

"I remembered how my father shook his head when he was certain that I wanted to make the Academy of Fine Arts my first choice" (Ch. 10, p. 41).

Jawad narrated his thought using category and narrative report thought that appeared through the mental process *remembered*, showing his frustration. This

quotation has a subordinate clause. It starts with the personal deixis *I*, showing the deictic centre of Jawad's speech. The existential presuppositions *my father*, *his head*, *my first choice*, and *the*. The mental process *shook* and *wanted*. The relation process *was* connects the carrier *he* with the attribute *certain*. It also expresses the epistemic meaning of modality through the structure *be + adjective + that* to show his father's knowledge of what he (Jawad) wants to do. The information structure in *my first choice* shows the disagreement between Jawad and his father. The ideological effect of these tools shows Antoon's emphasis that not only the government and teachers neglect the education of art but also the Iraqis share in that.

"He asked me sarcastically: "So what will you be after you finish? An arts teacher?" "(Ch. 10, p. 41).

In this quotation, Jawad used direct speech with category B. The quotation contains the personal deixis *he* that functions as a deictic projection. The verbalization process *asked* shows his father's disappointment with his choice because he knows Jawad's aim. The modal auxiliary *will* conveys an epistemic meaning that expresses the speaker's knowledge. The personal deixis *you* functions as a deictic field. The material process *finish* refers to Jawad's intentional action and naming and describing in the noun phrase *An arts teacher* shows his father's dissatisfaction with this job. The tools show Antoon's criticism of those who do not appreciate art.

"I answered: "Maybe. Is teaching shameful?"

In this quotation, Jawad expressed his opinion by using category A and direct speech. The direct speech includes personal deixis *I* that express the deictic centre of his speech. The verbalization process *answer*, a nominalization in the noun *teaching*, and the modal adverb *Maybe* that conveys an epistemic meaning. The modal adverb expresses the certainty of his choice. The tools show different viewpoints between the old and new generations.

"There are other types of work as well. He handed back the list and repeated a favorite sentence: "One has to look out for one's livelihood, son!. Even if you don't want to work with me, at least study something useful for yourself and others. Something good!" (Ch. 10, p. 41.)

Jawad used direct speech and category B to narrate his father's original speech. Naming and describing in *work* shows how some people neglect the positive side of improving the nation. The personal deixis *he* has deictic projection. The verbalization process *repeated* emphasizes his father's viewpoint. The modal verb *has to* expresses deontic meaning. The choice of the nouns *livelihood*, *son* shows powerful discourse because the father has the authority over his son /daughter in the Arab world; hence,

education will disappear. If each father orders his son to do that. The ideological effect of these tools reveals that Jawad was frustrated because no one in his family encouraged him, and his father always advised him to neglect the idea of being an artist because art did not provide a good sustenance. His father used a subordinate clause that includes the personal deixis *you* that has a deictic field, negating as in *don't*, the mental process *want*, and *study*, and the fronting process as in *at least*. The ideological effect of these tools reveals that poverty is the central problem in Iraqis' life that causes the neglect of art.

"I wasn't surprised, but the episode saddened me. He never forgave me for straying from the path and favoring art over the useful profession he had inherited from his ancestors" (Ch. 10, p. 41).

This quotation is narrated through category B and free indirect speech. The theme of deterioration of art appeared via the personal deixis *I* that his deictic centre, negating in the relation process *was* that connects the carrier *I* with attribute *surprised* that reveals this is not the first time that his father bothers him for his choice to be an art teacher. The mental process *saddened* shows Jawad's frustration, and the mental process *forgave* reveals his father's viewpoint about teaching. The use of naming and describing in noun *episode* that is modified by the definite article *the*, the noun *profession* that is modified by the sequence of definite article and adjective as in *the useful*, and the choice of the noun *art*, the existential presupposition *his ancestors*, and the material process *inherited* show how some Iraqis share in neglecting education as in Jawad's family prevented him from achieving his dream and made him a frustrated young man.

4.2.1 Insecurity

Textual conceptual function show how Antoon highlights the main reasons for insecurity in Iraq, as illustrated in the following analysis below:

4.2.1 Extract 3

In this extract, Jawad narrated Sabri's speech. He was his father's friend. He escaped to Berlin because he was a Communist, and Ba'athists wanted to capture him. They executed most of the Communist officers in the army because they were against Saddam's government; then, he returned to Iraq after 2003.

"We entered Iraq at dawn and it was a painful sight. The border checkpoint with Jordan had only three soldiers and only one Iraqi official wearing slippers and stamping passports" (ch.21, p. 79).

The quotation is narrated through category B and direct. It includes simple and compound sentences. The simple sentence contains the personal deixis *we*, and *it*.

The latter refers to Iraq. The sentence also contains the material action process *entered*, the relation process *was*. The theme of insecurity appears through naming and describing in the noun *sight* that is modified by the adjective *painful*. The compound sentence includes relation process *had*, naming and describing in the nouns *soldiers* and *official*, which are modified by the adjectives *three*, *one Iraqi*, and the noun *border*, *checkpoint* that are modified by the definite article *the*. The tools show the weakness of the transitional Iraqi government in protecting the Iraqi border.

"He asked the official who decided who was allowed in and who was not, and he said the American officer decided. I just stamp" (ch.21, p. 79).

In this quotation, the style of the narrator is shifted to indirect speech. The quotation contains a subordinate clause. It includes the personal deixis *he* that refers to Sabri. It functions as a deictic projection. The verbalization process *asked* identifies what Sabri said. The use of naming and describing in *the official*, the MP *decided*, the material process *allowed*, negation in *was not*, the verbalization process *said*, naming and describing in the noun *officer* that is modified by the sequence of the definite article *the*, and the adjective *American* show the power of the American Army over the Iraqi soldiers, whereas direct speech, in the last simple sentence conveying the Iraqi official's original speech represented by the personal deixis *I* and the material action process *stamp*, showing the weakness of the Iraqi government in ruling the contrary.

"So if the border checkpoint is like that, imagine how easy it is to enter from other points. Anyone coming now from Syria, Saudi Arabia, or Iran can enter" (ch.21, p. 79)

Sabri's dialogue is narrated through category B and direct speech. It includes naming and describing in the modification noun *the border checkpoint*, and the mental process as in *is like*. The latter also functions as a relation process. The modal verb *imagine* conveys the epistemic meaning that indicates the speaker's mental cognition about the events. The verb *imagine* also functions as a mental process. The temporal deixis *now* refers to the time of his speech. The modal auxiliary *can* conveys a boulomaic meaning, and the material action process *enter*. These tools show the starting point of the insecurity in the country since protecting Iraqi areas is neglected.

"He said that one of the Iraqi officials at the border asked him for a sum of money, and when my uncle asked why he should pay, the man answered 'Why not?' (ch.21, p. 79)

Jawad narrated Sabri's dialogue by using category B and indirect speech, which appeared through the reporting clause *he said* and the subordinate clause that usually started with *that*. The subordinate clause contains the personal deixis *he* that refers to Sabri. It functions as a deictic projection. The VP *said* refers to what he said. The use of naming and describing in *the Iraqi officials* and verbalization process *asked*, an information structure in the prepositional phrase *for a sum of money* display the corruption in Iraqi institution, the existential presupposition *my uncle*, the modal auxiliary *should* that has a deontic meaning, and the material action process *pay*. Naming and describing in the noun *man* is modified by the definite article *the*, and the verbalization process *answered* shows that the soldier felt safe from the legal penalty because the law seemed absent at that time.

"I told him that bribery had become endemic during the last years of the embargo and now was part of any transaction"(ch.21,p. 79).

In this quotation, the narration style is shifted from category B to A by using indirect speech. Here, the speaker is Jawad. He used a subordinate clause which includes the personal deixis *I* that shows Jawad at the deictic centre of his speech. The verbalization process *told* shows the verbiage of what he said. The use of naming and describing in the choice of the noun *bribery*, *endemic*, *the embargo*, and *transaction* give negative views about Iraqi institutions describing how corruption engulfed the Iraqi institutions. The use of material action process *become*, the temporal deixis *now*, the relation process in *was*, and the information structure in the prepositional phrase *"during the last years of the embargo"* emphasize that wars are the main reason for all corruption since they increase poverty in the country; hence, some employees in the Iraqi institutions began to take bribes from people to complete any transaction. The ideological effect of these tools shows that Antoon criticizes the weakness of the Iraqi state in applying the law in its institutions to eliminate bribery because of the institutional corruption increased during the last two wars.

"Dictatorship and the embargo had destroyed the country. Now we had entered the stage of total destruction to erase Iraq once and for all"(ch.21,p. 79).

In this quotation, Jawad narrated Sabri's dialogue by using category B and direct speech. His speech includes two simple sentences. The first one contains the choice of the noun *Dictatorship*, which refers to Saddam's government, the noun *country*, and *embargo* is modified by the definite article *the*. The noun *country* refers to Iraq, and the noun *embargo* refers to the sanctions that the United Nations Security Council (UNSC) imposed on Iraq.

The sentence also contains the material action process *destroyed*. The second simple sentence includes the temporal deixis *now*, the personal deixis *we*, the material action process *entered*, naming and describing in the noun *stage* that is modified by the definite article *the*, and the noun destruction modified by the adjective *total*. The tools reveal that the political struggles are the main reason for insecurity, corruption, and Iraqis' suffering; also, the choice of these tools makes a stylistic effect on the reader that leads him/her to anticipate other bad situations that occur in the country. the

"He took out his passport and said that even the name of the state no longer existed. The stamp simply read, "Entry-Traybeel Border Point. As if Iraq had been wiped off the map"(ch.21,p. 79).

The style of narration is shifted to indirect speech. The quotation includes compound sentences and two simple sentences. The compound sentence includes projection deixis in the personal deixis *he*, the material action process *took*, the existential presupposition *his passport*, the verbalization process *said*, naming and describing in *the name*, *the state* that refers to Iraq, and the mental process *existed*. The simple sentences contain naming and describing in noun *The stamp*, the material *read*, ND as in the choice of the nouns *Traybeel Border*, the MAP *wiped*, an information structure in the prepositional phrase *off the map*. The ideological effect of these tools reveals three factors. Antoon explicitly criticizes the past and new Iraqi government and the American army. First, the irresponsibility of the American Army in protecting the Iraqi border allowed Al-Qaeda and ISIS to enter Iraq and exercise violence against the Iraqis. Second, corruption increased in the Iraqi government's institutions during the last two wars. The third is the political conflict represented by the last two wars, and the sanctions destroyed the country.

4.2.2 Extract 4

In this extract, Antoon describes the insecurity during the American invasion of Iraq in 2003. Ismael (2009,p.1) states that the American invasion aimed to distribute Iraq into weak regions of multi-sectarian. It also caused insecurity in the country, which helped Al-Qaeda and ISIS to create sectarianism and all violence in Iraq. They started to explode in many places in the whole country. As mentioned in section 1, many people were killed and kidnapped by them. In this extract, Jawad used free indirect speech and category B to narrate how Hammoudy disappeared when he went to the Shorja market to buy camphor, and ground lotus leaves for the mghaysil.

"Hammoudy did not come back home that day, nor the following day. His cell phone was turned off and he didn't respond to the text messages that his wife and his brother, who worked at an electronics store, had sent him. There had not been any bombs or explosions at the Shorja market that day—or even that month"(ch.27,p.98).

This quotation consists of three compound sentences and three subordinate clauses. The first compound sentence includes the choice of the noun *Hammoudy*, negating as in *did not*, the material action process *come back*. The second compound sentence contains the existential presupposition *His cell phone*, and *the text messages*, the passive sentence *His cell phone was turned off*, the material process *turned off*. The subordinate clauses that are embedded within the compound sentence include the personal deixis *he*, negating *didn't*, the verbalization process *response*, the material process *worked*, *sent*. The last subordinate clause contains negating *had not*, naming and describing as in the choice of the nouns *bombs*, *explosions*, and information structure as in the adverbial prepositional phrase *"at the Shorja market that day—or even that month."* Also, naming and describing appear via the noun phrase *the Shorja market*. The ideological effect of these tools reveals that Iraqis disappear suddenly, which causes feelings of insecurity in their country. The absence of Hummoday introduces many questions about whether he was killed, kidnapped, or arrested.

"For two days they looked for him in the hospitals nearby and went to police stations without coming up with anything."(ch.27, p.98).

This quotation includes a compound sentence, a simple sentence, and a subordinate clause. The first compound sentence includes the fronting process as in the adverbial prepositional phrase *For two days* which considers the focus of the information. The personal deixis *they* refer to Hummoday's family. The MP *looked for*, the existential presupposition *the hospitals*, the material process *went*, and the information structure in *without coming up with anything*. The tools show Iraq as an insecure state and the weaknesses of the police stations in searching for absent people.

People told them to go to the morgue. His brother looked at all the photos they had of all the bodies piled up everywhere in that place, which couldn't cope with the numbers, but found nothing. Did someone kidnap him thinking that he was a wealthy merchant? Neither his appearance nor his age would lead anyone to think that"(ch.27, p.98).

The simple sentence contains naming and describing in the referent noun *People*, and the noun

morgue that modified by the definite article *the*, the verbalization process *told*. These two tools clarify that Iraqis seem to be used to find their absent relative in the morgue. The subordinate clauses include the existential presuppositions *His brother*, *the photos*, *the bodies*, *the numbers*, *his age*, and *his appearance*, the material process *piled up*, and *kidnap*, the mental process *looked at*, the personal deixis *he*, the modal auxiliaries *couldn't*, and *would* that convey the epistemic meaning that expresses the speaker's knowledge. The clause also contains the mental process *cope*, the *lead*, *found*, the relation process *was*, naming and describing in the choice of the noun *merchant*, negating *couldn't*, *nothing*, and contrastive opposition as in *but*. The ideological effect of these tools shows how the weakness of the government's role in protecting the borders and applying the law are the starting points for insecurity which allows terrorist groups in the country like Al-Qaeda and ISIS.

"Kidnappers usually call the family to demand a ransom and never deliver the body until they get their money, or some of it. No one ever called. Hammoudy never came back, even though his mother walked to Najaf three times"(Ch 27 p. 98).

This quotation consists of a compound sentence, a simple sentence, and a subordinate clause. The first one includes the choice of the noun *Kidnappers*, the material processes *call*, *deliver* and *get*, the existential presuppositions *the family*, *the body*, and *their money*, and the personal deixis *they*, and *it*. The ideological effect of these tools reveals that the Kidnappers took people to get a ransom, but Hummody's absence is mysterious because no one calls them for a ransom. The simple sentence includes negating in *No one*, the material action process *called*. The subordinate clause contains the choice of the noun *Hammoudy*, negating as in *never*, the material process *came back*, *walked*, and the existential presupposition *his mother*. The ideological effect of these tools shows that Antoon implicitly criticizes the Iraqi government's weakness in protecting the capital city's population. During the last war, most of the local people were killed and kidnapped at different ages, whether poor or rich, based on a sectarian basis; hence, Iraqis only think about insecurity in the country because of explosions, kidnappings, and killing increased during the last war.

4.3 Discussion

The analysis of analytical toolkits reveals that the selected extracts represent the Iraqi urban local society's life that is appeared via naming and describing in the noun phrase *the Shorja market* and *mghaysil*. The former is a big market in Bagdad, and the latter is in the city of Al-Kadhimiya. It is the place of the corpse washer. Besides,

most of the events of the story are at the mghaysil. Table 2 illustrates that Antoon uses all of the critical stylistics tools at different percentages to present the themes of the selected extract. For example, state, action, and event score 31.91% in constructing reality via material, relation, verbalization, and mental processes.

Naming and describing get 16.17% which makes ideological means to the referent names. Presenting time, space, and society comprises 12.76% to present the deictic centre, deictic field, and projection. Implying and assuming have 11.915% to purpose existential and logical presupposition. Prioritizing comprises 10.63% to present the focus of the information via subordination, information structure, and transformation. Negating gets 6.38% which presents the characters' viewpoint via syntactic negating. Presenting others' speech and thought has 5.53% of presenting other speech via direct speech, free indirect speech, indirect speech, narrative report speech, direct thought, Hypothesizing 3.83% via category A, which includes first-person narration, and category B via reflected mode when the events are narrated via the conscious of the characters such as Jawad he is the main character and the narrator of the novel. Antoon uses negative and positive shading to produce the meaning of modality through different linguistic forms of modality (see figure 2). Moreover, exemplifying and enumerating comprise 0.42% via only the use of enumerating; also, equating and contracting have a similar rate of enumerating via metaphorical equivalence. Table 2 shows that the theme of insecurity gets the 62.55% of the total use of the analytical toolkit. State, action, and event score 32.65%, naming and describing 19.04%, presenting time,

space, and society 8.84%, implying and assuming 12.24%, prioritizing 10.88%, presenting others' speech and thought 44%, hypothesizing 3.40%, negating 6.14%, equating and construction and exemplifying and enumerating have similar percentage at a rate of 0.68%. The ideological effect of these tools shows that Antoon presents the American Army and the sequence Iraqi governments as the main reason for Iraqis' suffering and feeling of insecurity. He criticizes Saddam's government and the US sanctions because they together have destroyed the infrastructure of Iraq (see extract3). The previous regime caused a conflict with Iran (1980-1988) and Kuwait (1990), as well as the last war (2003). Besides, he criticizes the irresponsibility of the Iraqi government and the American army in protecting the Iraqi borders during the last war. Hence ILS feels insecure in their country (see extract 3). Besides, Their irresponsibility leads to the infiltration of Al-Qaeda and ISIS into Iraqi territory, which causes violence that dominates the Iraqis' lives. The analysis shows that Antoon criticizes the Iraqi government for its irresponsibility in improving education; as shown in Table 2, the theme of the decoration of education and art comprises 37.45% of the total use of analytical toolkits. State/ action/event gets 30.68%, deixis 19.31%, implying and assuming and naming and describing similar score percentages at a rate of 11.36%, whereas prioritizing comprises 10.22%, negating 6.81%, presenting others' speech and thought 5.68%, hypothesizing 4.554%. These tools show that neglecting art lessons seems to become a natural ideology in ILS because all share in that, such as administration, teachers, and people (see sect., Ex. 1 and 2).

Table 2 Percentage and frequency of TCF in the selected extracts from *The corpse washer*

NO.	Textual conceptual functions	Deterioration of education and art		F	P	Insecurity theme		F	P	TF	TP
		Ex.1	Ex2			Ex. 3	Ex.4				
1	S/A/E	10	17	27	30.68%	27	21	48	32.65%	75	31.91%
2	Naming and describing	4	6	10	11.36%	19	9	28	19.04%	38	16.17%
3	Presenting time/space and society	6	11	17	19.31%	10	3	13	8.84%	30	12.76%
4	Implying and assuming	3	7	10	11.36%	6	12	18	12.24%	28	11.915%
5	Prioritizing	6	3	9	10.22%	6	10	16	10.88%	25	10.63%
6	Negating	3	3	6	6.81%	1	8	9	6.14%	15	6.38%
7	Presenting others' speech	1	4	5	5.68%	7	1	8	5.44%	13	5.53%

	and thought										
8	Hypothesizing	3	1	4	4.54%	3	2	5	3.40%%	9	3.83%
9	EE	0	0	0	--	1	0	1	0.68%	1	0.42%
10	EE	0	0	0	--	1	0	1	0.68%	1	0.42%
				TF	TP			TF	TP		
				88	37.45%			147	62.55%	235	

V. CONCLUSION

The study concludes that Antoon criticized the political situations and local life of his society for different issues. He condemned Saddam's regime because of the wars that had destroyed the infrastructure of the country. The regime caused a war with Iran for eight years. Then, he invaded Kuwait in 1990. As a result, the US imposed sanctions on the country, and the last war caused the invasion of Iraq by the American army in 2003. He also criticized the American military and transitional government for irresponsibility in protecting the country. He also criticized the Iraqi government because it neglected the education system.

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Life—The Antagonist of Artistic Pursuit?

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Received: 11 Oct 2022; Received in revised form: 28 Oct 2022; Accepted: 03 Nov 2022; Available online: 08 Nov 2022
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Abstract— *The paper aims to talk about how artistic pursuit or passion while indispensable also poses a predicament in life in terms of human relationships and the raising of ethical quandaries. As an ideal that is considered to be intertwined with the creation of meaning in life and its contemporary popularity seeded in its overtaking by the capitalist industry, it becomes pertinent to examine the complexities surrounding the idea of artistic pursuit. The paper will examine Ernest Hemmingway's *The Old Man and the Sea* and Mario Vargas Llosa's *The Way to Paradise* to further propound on the nature of such a predicament.*

Keywords— *artistic pursuit, capitalist industry, meaning, passion, predicament*

The notion of artistic output providing meaning to life is an old and endless one. In this sense, artistic output is not limited to art or the artist but also permeates in 'action'. The contemporary translation or the capitalist acquisition of this notion can be summed up in the popular platitude, "Follow your passion to find the meaning of life." The lives of great artists, philosophers, musicians, businessmen, etc., are often invoked as strong sources of inspiration painted on banners by the self-help industry. Despite the capsizing of this notion by the capitalist market, its philosophical underpinnings are impossible to deny. It is essential to understand passion in the most fundamental aspects of life, of *being*, and that which structures its intricacies. 'Action' or those particular acts in which the individual finds their self-expression, what in common parlance is also known as the 'pursuit of passion' should then be assessed in terms of *becoming*. As a creation of the Self, it is also the process of harmonizing, the perpetual endeavor to participate in life through the creation of the Self. It is thus, the aim of the paper to examine the predicament that passion poses to life itself. The pursuit of passion demands immense compromise in composite life. Therefore, it begets the question that Professor Jessica Logue (2021) asks, "Does a life's work make up for a life?" (Art & Morality: A Bittersweet Symphony, para. 1) In a similar vein, philosopher Robert Solomon asks in *Living with Nietzsche*, "Can the abandonment of one's family be excused or justified by one's artistic accomplishments?" (Solomon, 2003, p. 8)

Mario Vargas Llosa's novel, *The Way to Paradise* (2004) which retells the lives of French artist Paul Gauguin and French-Peruvian socialist writer and activist, Flora Tristan, displays the ethical quandary that artistic pursuit may propel. It is such a delicate intersection of artistic pursuit and the threads of composite life that the paper seeks to deal with.

The question of passion reveals the deeper preoccupation with the meaning of life. What constitutes a being? Where does the meaning of existence lie? It is in this aspect, that Nietzsche's notion of establishing an "aesthetic unity" (Berrios and Ridely, 2013, p. 82) in life gains relevance. His biographer Rudiger Safranski (2002) writes, "Nietzsche called the process of transforming the established canon and strictures of his field into something personally meaningful the creation of a "second nature."" (p. 54) It is the process of refinement of self by aligning oneself to 'meta-virtues' which are extracted from one's own character, by understanding one's limitations and weaknesses. In simple words, it is the perpetual endeavor to realise an evolving self by recognising one's talents, skills and potential and honing it through discipline, conscientiousness and perseverance. It is through his second-nature, that man sublimates himself in the realm of human experience. Manifested in action, it is geared towards self-expression and is an exercise of self-configuration. 'First nature' then "reflects the manner in which people have been brought up and what inheres in them and their backgrounds, milieus, and characters." (Safranski, 2002, p. 55) An ascetic lifestyle that places

self-mastery at its center is a life that excavates the highest values of life, according to Nietzsche.

Ernest Hemingway's *The Old Man and the Sea* (2014) exhibits a brilliant portrayal of such kind of meaning-making through self-mastery. Santiago, the old fisherman survived on egg whites all through May so he could be strong in September and October for the big fish. He drank shark liver oil everyday despite its taste because it was good for the eyes and for cold and influenza. Even when he went out to catch the fish, all he had was coffee for the day and only a bottle of water to last him for the day. The description of his shack reveals no furnishing except for bare necessities. It is then essential to ponder how such a life can be called rich and passionate, a life representing its 'highest values' and as mentioned above a life of 'exquisite taste'. His bloody struggle to catch the fish only to have it eaten by sharks seems to depict nothing but the hostility and defeat life brought him. Yet, it is beyond doubt that it is this struggle that represents the highest form of engagement with life. His struggle in the sea with the marlin is not an isolated event rather it is a culmination of his trajectory. A culmination even though it signifies the highest point does not necessarily mean the end. Understanding it as the highest point is viewing it as a crucial point of transfiguration—a revolution within the self, within life. It is the recognition of a dynamic self. The 'austerity' that Santiago had adopted as a form of lifestyle is the soil where the power to transform is embedded. Asceticism therefore in the Nietzschean sense means the adoption of the 'second nature'.

Santiago's poverty, age, strength, and weaknesses are 'facts' that cannot be altered. But if the cramp in his left hand is an unchangeable fact about himself so is his indomitable will. Hemingway establishes a remarkable feat by presenting as his hero a poor old fisherman, who has no one, who is like everybody else—a victim of old age and fading strength. This makes one wonder, what does one then have to look forward to? Despite everything, Hemingway's hero has to prove himself over and over again. Is one simply supposed to submit to old age? Hemingway places his hero at extreme points in every situation—situations that are stark in terms of the resources one can resort to. Santiago is not just poor but destitute. He is an old man but he is described repeatedly as a 'strange old man'. Hemingway (2014) writes of Santiago, "Everything about him was old except his eyes and they were the same colour as the sea and were cheerful and undefeated." (p. 1)

Throughout, Santiago's statements about his old age do not simply serve to express his unwavering awareness of a certitude but go on to echo in the head of the reader. It is

not just his shack and his lifestyle which are sparsely furnished but his resources in the sea, whether food or tools are also extremely limited. From the start, Santiago's awareness about himself also serves to forebode his struggle in an extreme situation. He is conscious of his diminishing strength and states that what he can rely on are "tricks and resolutions" (Hemingway, 2014, p. 13) that is, in short, himself. His age makes him question if he is strong enough for the fish. The only thing that was against the fish was Santiago's will and intelligence.

Hemingway does not provide a mere description of Santiago's struggle. The pages of the novella drip with the blood that flows from Santiago's hands as the line which he pulls harder and consistently at, cuts through his skin. The words start taking the shape of those "blotches" and "deep-creased scars" (Hemingway, 2014, p. 1) that already ran across his face and hands. They become heavy with Santiago's increasing exhaustion and pain as he pulls the cord across his back. Santiago was faint and dizzy and had started seeing black spots before his eyes which issues a debate in his head "I am not good for many more turns. Yes you are, he told himself. You're good forever." (Hemingway, 2014, p. 70) He tries to save the fish from the sharks although the situation slid towards desperation and futility, "I am too old to club sharks to death. But I will try it as long as I have the oars and the short club and the tiller." (Hemingway, 2014, p. 86) Santiago does not appeal to any otherworldly source to transcend his limitations. He only appeals to himself and it is in this that he manages to surpass himself.

Santiago is not born with an inner genius. He develops himself over time as is evident from the blotches on his face and the deep-creased scars on his hands and the ascetic life he ascribes to. Nietzsche calls this process of continuous self-creation, developing a second nature. In *On the Genealogy of Morality* (1887) Nietzsche declares, "After all, what would be "beautiful"... if the ugly had not first said to itself: "I am ugly"?" (as cited in Berrios and Ridely, 2013, p. 83) Imposing a second nature on oneself does not imply suppressing the "ugly" or one's weakness. Instead, Nietzsche (1887) urges not only to accept it but that it should be "reinterpreted and made sublime." (as cited in Berrios and Ridely, 2013, p. 82)

The Old Man and the Sea (2014) makes a remarkable case of "giving style to one's character" (Nietzsche, 1887, as cited in Berrios and Ridely, 2013, p. 82). The tribulations of Santiago translate into the act of championing the affirmative values of life which contribute to the richness of life, as he states, "A man can be destroyed but not defeated." (Hemingway, 2014, p. 79)

Another example that portrays such kind of artistic pursuit is the popular film *Whiplash* (2014) directed by Damien Chazelle. The famous dinner-time conversation about the ‘idea of success’ demonstrates an idea that is familiar to the present-day mind:

UNCLE FRANK. So that’s your idea of success, huh?

ANDREW. I think being the greatest musician of the 20th century is anybody’s idea of success.

JIM. Dying broke and drunk and full of heroin at the age of 34 is not exactly my idea of success.

ANDREW. I’d rather die drunk, broke at 34 and have people at dinner table talk about me than live to be rich and sober at 90 and nobody remember who I was. (Chazelle, 2014, 0:45:04-0:46:22)

While it is unnegotiable that such kinds of artistic pursuit become the act of establishing an “aesthetic unity” (Berrios and Ridely, 2013, p. 82) in life, it is important to remember that the proliferation of such ideals has been in the midst of a contemporary sensibility that continues to bear the hallmark of the Sisyphean existence as the truth of human existence. While the Sisyphean persistence has been commended by critics like Theodor Adorno, and Walter Benjamin, American philosopher Richard Taylor points out that the Sisyphean figure becomes the paradigm of meaningless existence mainly because of the absence of desire. Philosopher Slavoj Žižek states in a different context, “The ultimate melancholic experience is the experience of a loss of desire itself.” (Fiennes, 2013, 1:40:03-1:41:19) According to Taylor, Sisyphus’ repetitive life can be infused with meaning through desire. Thus, even if objectively his existence may be meaningless, his absurd existence still holds the possibility of change through desire. It is through this that “Sisyphus has been reconciled to it [life].” and his life acquires a meaning not as an objective conclusion but through subjective imposition (Taylor, 1999, p. 3). Drawing from this picture arises the question that occupied not only Camus but one that has occupied the contemporary era as well: Is the absurdity of life defined by repeatedly doing something even in the absence of the desire to do it?

Therefore, it still remains important to ask, if it is really through desires that meaning can be established. The contemporary scene bears witness to the merciless exploitation of this thought by the self-help industry. “Find your passion to find meaning in your life”—floats the big banners of the self-help industry. However, this is not always the case. A glimpse into the life of authors like Kafka exposes the redundancy of such an idea. Like the German poet Holderlin who felt that he was annihilated if he didn’t write poetry, the idea of writing being an extreme

necessity was seen in Kafka, as noted by David Constantine. Kafka was filled with a rigour towards his writing, yet he still remained a nihilist. He portrayed the extreme and unhappy possibility contained in the image of the silkworm given by Tasso, “He compared himself to the silkworm, spinning the stuff out of his own body, and having no option, even if it killed him.” (Constantine, 2006, p. 9)

While the affirmative end of such artistic pursuit is easily exalted more so with its overtaking by the capitalist industry, the above understanding of writing points to it being more than a romantic Wordsworthian escape. It is in the context of such an inextricable nature of artistic pursuit, that English philosopher Bernard Williams, takes up the case of the French painter, Paul Gauguin to talk about the ethical and social implications of such pursuit of passion. Framing a story loosely based on Paul Gauguin, in his essay, *Moral Luck* (1982), Williams calls for a re-evaluation of moral judgments. He discusses Gauguin’s decision to leave his wife and children and shift to Tahiti in the hope that he could bloom into the painter he wanted to be. The question that forms the center of the discussion is, “Can the abandonment of one’s family be excused (or even justified) by one’s artistic accomplishment?” (Solomon, 2003, p. 8)

Williams (1982) constructs a situation in which Gauguin’s artistic ambition becomes his “ground project” (as cited in Callcut, *What Are We?* para. 6). This is to say that this is akin to the ‘pursuit of truth’—the truth of who one is, the idea of the authentic self. Santiago echoes a similar thought when he says, “Fishing kills me exactly as it keeps me alive.” (Hemingway, 2014, p. 81) Considering this, the question of it being an egotistic pursuit is turned around. What is selfish—is it the artist’s act of abandoning their family or their family’s preference for them to stay and kill their desire, their passion, which is tantamount to killing oneself?

To say that for a truly passionate person there is no question of ‘choice’, that their passion overrides the personal gratification of their relations, amounts to a gross oversimplification. This reflects an idealistic view, a superficial over-exaltation in which the complexities of the relations that surround a human being are white-washed.

Williams’ Gauguin emerges as a successful painter in the end. The purpose of constructing Gauguin’s success is to push further the unreliability of moral judgments. Mostly moral judgments are made in retrospection. This forms the case not only in the realm of art but also in other aspects of life as well. Often moral errors are simply glossed over in the face of success. It is in the backdrop of such a line of thought that Williams states that Gauguin’s action can be

justified if taken as an example of “moral luck” (Williams, 1982, p. 21) which emphasizes the unfair nature of morality.

In his critical essay on Williams’ *Moral Luck*, author Daniel Callcut (2018) writes, “Williams invites us to see Gauguin’s meaning in life as deeply intertwined with his artistic ambition. His art is, to use Williams’s term for such meaning-giving enterprises, his *ground project*...This is what a ground project does, according to Williams: it gives a reason, not just given that you are alive, but a reason to be alive in the first place.” (What Are We? para. 6) He further goes on to state that here, Gauguin’s artistic pursuit is inseparable from his sense of self or the sense of authenticity. Callcut’s (2018) calling of the ideal of authenticity “an enormously influential cultural ideal” (What Are We? para. 8) only submits to great credence before the capitalist marketing and banalisation of existential philosophy. While Gauguin’s abandonment of his family and shift to Tahiti can be understood as an attempt to lead an authentic life, Callcut (2018) highlights, “The pursuit of authenticity can lead to ‘ethical and social disaster’.” (What Are We? para. 17)

It is such a disaster that can be easily discerned in Mario Vargas Llosa’s *The Way to Paradise*, which chronicles the life of Flora Tristan and Paul Gauguin. Born in different epochs, both grandmother and grandson are united by their artistic endeavour. To both Flora and Paul, the practical concerns of living, whether monetary or personal gratification through relationships produced an impediment to their artistic mission. Their *becoming* implies a Nietzschean asceticism. Integral to the development of their ‘second nature’, it is both a transformative and interpretive act. It is understood as the metamorphosis of the self into art. Thereby, it is only natural when Paul states that the impotence he felt while painting ‘Haapuani’ was greater than the hardships he had endured due to poverty.

However, the question arises, can an abundance of life be felt in the choice of such despairing lives? Flora’s tour of southern France to establish an international worker’s union is marked by the deprivation of any companionship of family, her pain is exacerbated by her strife to go on despite the progression of her disease. Paul spends his life in Tahiti depending on the meager income from his paintings, grovelling in poverty and later in syphilis. Both strive for a ‘paradise’ that exists only in its ephemerality. Llosa writes of Gauguin that in the end, he became a symbol of injustice that is endured by those who dreamt of reaching paradise.

However, it is also imperative to explore the ethical quandary that the choices demanded by such a life posit. In

view of such a predicament, Callcut (2018) reflects, “The pursuit of authenticity can lead to ‘ethical and social disaster’” and how “The story of moral harm in pursuit of art, with the overall endeavour somehow justified by the art, is a familiar one both in fact and fiction.” (What Are We? para. 4) Flora rightly flees from the clutches of her abusive husband but in pursuit of her artistic mission, she ends up abandoning her abused daughter to the care of a stranger and deprives her of any stability, in terms of physical settlement and familial stability. This causes her to grow up into a repressed and emotionally stunted woman as stated by Gauguin in his later reflections on his mother. It acquires a very serious edge with Gauguin. Not only does he abandon his family but his sexual engagement with Polynesian girls as young as 14 and further objectifying them cannot seem to be justified or excused by his artistic pursuit and success.

Yet it cannot be ignored that both Flora and Paul strove to go beyond the social and moral fixities. His paintings were said to be “painted with the phallus”, they were “art and sin all at once”. (Llosa, 2014, p. 282) As such, transgression becomes imperative to prevent the crystallization of social and moral codes. Transgression becomes integral to expression. It becomes the ‘irrational leap’ which encodes the artistic instinct. But implicit in this is also the inclination to create one’s own morals, the catastrophic ends of which are portrayed by Dostoevsky through the infamous Raskolnikov. On the other hand, oversimplified answers of ‘yes’ or ‘no’ to such questions could result in dogmatic moral reprehension or ethical blindness. While it could result in a perversion of the ideal of the *Übermensch*, it could also generate an affirmative ideal of the *Übermensch* as the ‘free-thinking being’ who impels an aesthetic transformation of his life and becomes the ‘artist of his life’.

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Facets and Artifices of War: A Historical Reading of “The Warrior’s Soul” by Joseph Conrad

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Received: 12 Oct 2022; Received in revised form: 30 Oct 2022; Accepted: 07 Nov 2022; Available online: 12 Nov 2022

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Abstract— This paper closely observes the code of conduct of the war actors engaged in a Napoleonic war. In “The Warrior’s Soul”, the latter, as a palimpsest, is reminiscent of no other crisis than the Grand Army’s invasion of Tsar Alexander’s Russia in 1812. Narrowing down its attack and occupation field in this short-story under our study, this history-based conflict unfolds to show a manifest Franco-Russian opposition if we consider Moscow and Paris metropolis as a space-time. In the second and final phase of the short-story, what we find as the Moscow narration, the story on the war bends exclusively over the military herds which are depicted from a battlefield equally chaotic and horrific. In such apocalyptic disorder, the patriotic and conservative will of the Russian adjutant and Officer is put in competition with a heroic altruism we relate to the Tomassov-De Castel case. By looking deeper and deeper into the story of experience marked with the Russian pride and patriotism and that of the Franco-Russian duo, our analysis of “The Warrior’s Soul” as a polemic and historic writing further exposes the horrors and illusions of a war to better exalt honour, ethics and dignity within humans.

Keywords— War, Napoleonic, Cossack, Grand Army, Honour, Ethics.

Résumé— Le présent article observe de plus près le code de conduite des acteurs d’une guerre napoléonienne en palimpseste. Cette dernière ne figure dans “The Warrior’s Soul” une autre crise que celle causée par l’invasion de la Russie du Tsar Alexandre par la Grande Armée de Napoléon en 1812. En rétrécissant son champ d’attaque et d’occupation dans la nouvelle à l’étude, ce conflit se dévoile comme une manifeste opposition Franco-russe qui a pour espace-temps de prédilection Moscou et Paris la métropole. Dans sa phase finale, qui est l’étape de Moscou, le récit de la guerre se penche exclusivement sur les hordes militaires présentées sur un champ de bataille aussi chaotique qu’horrible. Dans ce désordre apocalyptique, la volonté patriotique et conservatrice de l’adjutant et de l’Officier russes est mise en compétition avec un altruisme héroïque propre au cas Tomassov-De Castel. En pénétrant de plus en plus un récit de l’expérience marqué par la fierté et le patriotisme russes et celui de ce dernier duo Franco-russe, notre analyse de “The Warrior’s Soul”, en tant qu’écrit historique et polémique, fait avec les horreurs d’une guerre pour mieux exalter l’honneur, l’éthique et la dignité en l’humain.

Mots-clés— Guerre, Napoléonien, Cossack, Grande Armée, Honneur, Éthique.

I. INTRODUCTION

Joseph Conrad’s “The Warrior’s Soul” reads as a duplicity of a specific war. This short-story makes a mix and match of the facts and the artefacts of a historic war: the Napoleonic war in Russia in 1812. Depictions of the Grand Army, and Russian military troops respectively show

processions of land-soldiers, Cossacks and stragglers belonging to both warring parties. This visible and surface presentation of the battlefield actors and components goes always together with a moral of troops which essentially defies the normal one. Due to diet and weather situations beyond their resilience capacities, the engaged Russian patriots as well as the Napoleonic herds surrender by

lending their ears and hearts to the romantic experience of two of their fellows: Tomassov and De Castel. The former, a former active agent in a Russian mission in Paris, is sentimentally and diplomatically binomial to the latter who is a French Officer deeply involved in the Grand Army's expedition in Russia.

Two types of stories invest the story-telling ground in "The Warrior's Soul". The old Russian officer's, which is quite referable to as the Moscow episode, gives free flow to a patriot's voice whose young audience of stragglers sounds dissident, distant from his visions of the army. At the end of his wits, the old officer narrator bridges his flashbacked story with Tomassov's in-person voice. Then, the Paris episode, second the Moscow episode, starts with the young and humane Tomassov who relates events past from Paris onto the very war-field in Moscow. Through a complete lack of tension in the narration, the Napoleonic war steps out of its dynamics to become instead a tribune of soft *salon-war*. Making an anti-war use of the cult of high-class society in Paris, with the prominent presence of an exquisite French lady, the omniscient story revisits a cultural aristocratic prestige somehow required in times of inhumane shots and knocks.

Our analysis combines both short-story as text and history as subtext. As complementary textual elements, Conrad relies diversely on each of the two as an aesthetic of narration to sound impartial, though anti-Russian. Therefore, we use objectively these historical data to highlight the fictional facts in a century-old war. As testified within the soul of the Russian and French warriors, the shock between a Napoleonic imperialist vision and a patriotic tsarist nationalism has unexpectedly resulted in a new *humane* order in "The Warrior's Soul".

II. WAR WITHOUT WARRING: "RUSSE SAUVAGE", THE HUMANE TOMASSOV AND DE CASTEL

Shifting the hardly held floor from some young Russian stragglers, the story instance puts the same floor in the hands of an old officer. The latter monopolizes and even manipulates the meaning we can give to the flashback story he tensely unfurls. As a former straggler, his experience serves as a pre-eminence as well as a proof of trustworthiness. Fragmented with references to history, his post-war viewpoints close where Tomassov picks up the floor to tell a story which prevails in time and substance over the old officer's. With Tomassov, it is another side of the war which is given as a matter for thought. Contrary to the horror and dehumanization facts congruent with the while-war episode (Conrad 1987: 88), Tomassov's active part in "The Warrior's Soul" reads as confluence of

aristocrat and romantic testimonies. His soldierly engagement towards the Russian cause is recalled at will to differentiate him from his fellow stragglers. Nicknamed "the Humane Tomassov" (Conrad 100) to oppose him to all the other Cossacks who are referred as "Des Russes sauvages" (Conrad 89), Tomassov finds his selfless kind in the supreme humaneness of a French Officer named De Castel. Between the two stands the French Lady as an intermediate character we can slightly compare to the adjutant. The latter assumes in the time and space of war an undefined responsibility which almost always gets him between the old officer and the Humane Tomassov.

The past forms in "The Warrior's Soul" a bellicose motif. As a narrative pretext, it enables protagonists of military and civilian backgrounds to use the historical Grand Army's invasion of Czar Alexander's Russia as a single and unique story with various intents. And depending on the narrating voice and the role played in the pre-, while- and post-war, the story changes to vehicle an inculcating aggrandizing image of the Cossacks, a revision of war as an aristocratic field or a great test of romantic grandeur. In contrast to the former dimension of the war-story as told by the old Russian officer, the latter two aspects make a mix and match the French and Russian protagonists (and antagonists in a way) to evidence a supreme appropriation of the conflict.

"The Warrior's Soul" privileges age and experience in front of youth and inexperience. As an implicit choice of its narration, the floor is given to the character of the old officer, a former Cossack and Straggler, whose reminder of the past suspends any action of the present as a non-time. Through the voice of the self-imposing Russian Officer is depicted what is known as the Grand Army's invasion of Moscow. While relating the horrors remarked on both sides of the French and Russian troops, the old omniscient narrator details on the absence of civility and formality in a bipartite conflict we assume exclusively bellicose. Following in a picturesque representation which rather dehumanizes than glorifies the war scenes, the panoptic character of the Russian Officer gives an apocalyptic overview of the Napoleon's Grand Army. A sparse procession of hunger-stricken and frost-suffering soldiers who struggle to stand on their feet. In the history of the Grand Army, such a sickly representation of Napoleonic regiments trapped in the Russian winter and tundra contrasts with what Gompert *et al.* say of the Grande Armée: "His [Napoleon's] instrument was the first truly national, popular army—superb, bold, meritocratic (like the new French order), and seemingly inexhaustible. Most of Napoleon's adversaries—mercenary armies in the hire of aristocrats—were no match" (Gompert *et al.* 41). It was an "imperialist Europe adventuring" (Brodsky 190) whose

bold and blind élan, once faced with the unexpected as infused in the chronotope of "The Warrior's Soul", failed to defeat the humane bellicosity we later on apply on Tomassov and De Castel.

A decadence of Napoleon's war spirit is throughout reflected with the narration of the Russian Officer. His story of the war spouses in fact one patriotic form which cannot help demeaning both the invaders and the invaded. With no doubt, we can deduce from the old omniscient narrator that both Russian and French troops suffer from the absence of human and logistic resources, not to mention their indifference to their losses at human, and moral levels. An irony of war lies in this equidistant analysis of the Napoleonic war in "The Warrior's Soul" in spite of this recurring stigmatization which exclusively falls on the Cossack figure: The "Russe sauvage". Unnamed throughout the short story, the character of the old officer, like the rest of the committed Russians, enters in the category of Cossacks whose nationalistic instinct has no limit. While evidencing their shootings on a retreating Grand Army, the omniscient story balances this lack of restraint, say humanity, with an aristocratic dimension of warring: "The Conradian ideal of heroism" (Skolik 2015: 202).

Embedded within the story of the old officer, the story Tomassov tells has a military audience in need of relaxing and discovering the flipside of a war beyond their will and commitment: "The word war was being whispered in drawing rooms louder and louder and at last, was heard in official circles" (Conrad 98). Focused on the Paris mission Tomassov had had before the beginning of the war, it exposes the aristocratic experiments of a "primitive youth [Tomassov]" (Conrad 96): "He [Tomassov] found himself in distinguished company there [the French lady's salon], amongst men of considerable position" (Conrad 93). It goes without saying that that high culture and society of France adds to Tomassov's sociability as it draws now all the attention of the military Russians. Such a bourgeois background keeps feeding the narration with elements which, though recounted in the war field, keep the soldierly community away from the "tragedy and exigencies of war" (Peters 38). All along his narrative display, Tomassov's bourgeois identification calls in the short-story this spirit of war heroism: "A 'shrine' to love's 'divinity'" (WS 10), the salon in "The Warrior's Soul" is both a House of Venus and, with de Castel's presence, a temple of Mars" (Brodsky 192).

Still, the sphere concretely delimiting in "The Warrior's Soul" the war remains vast and open to a community broader and wider than the fixed, stereotyped soldier society which is referred to as the Cossacks or the Grand Army. The victimization of the Napoleonic and Russian troops, as hinted at by the old officer, points an

accusing finger to a collective responsibility which makes an abusive use of war stakes and tactics: "As Alexander intended, hunger and exposure caused losses in Napoleon's army far beyond what Russian forces could and did cause. By the time Napoleon took Moscow, the Grande Armée was at half strength, while Russian forces—in retreat but not defeated—were growing stronger" (Gompert *et al.* 46). A plain form of battle led upon emptied fields and grounds, which is worsened with the interference of inhospitable weather elements. Eco-critical/conscious, that voice in the omniscient narration of "The Warrior's Soul" sounds a material annihilator since it puts both sides under the same test of Nature's fury.

Narrowing down towards a "framed story" (Kingsbury 163) with such a setting as a salon; "a fashionable assemblage of notables (such as literary figures, artists or statesmen) held by custom at the home of a prominent person" (*Merriam-Webster Online Dictionary*), "The Warrior's Soul" aligns Tomassov and De Castel challenge the military war with situation-based conducts which unquestionably have to do with self-restraint. The symmetric characterization has some impairments due to the unbalanced intervention and participation of each of the two in the short-story. While Tomassov is flashbacked by the old officer, De Castel takes foot on the salon-setting in Paris, Tomassov's first and foremost battleground. On meeting on the lady's salon, the two enjoy a company kept as such with the charm and charisma of "the exquisite lady" (Conrad 93). Hardly taken for a trio as compact as a block, the very triangle of relationships binding together the salon-characters (Tomassov, De Castel and the French Lady) leaves out a tight tandem in the persons of Tomassov and De Castel.

In any case, by equitably assuming the role of a Platonic lover for both the French Officer and the Russian youth, the French Lady exercises a kind of romantic monopole over the two military men. As "an extraordinary woman" (Conrad 92), her power transcends the sole salon-space to influence the secrets of armed men. And her character being one of a mediation-type, she has "something very distinguished; a social center" (Conrad 92) to turn potentially warlike actions "into a nice point of honor" (Conrad 97). As soft and silent as a finesse congruent with what we earlier mean by war artifices, the exquisiteness of the French lady impacts positively the antecedents and precedents of the Napoleonic war in "The Warrior's Soul". Through the whole process, she acts as a receptacle in close collaboration with underground European decision-makers.

Writing beyond the Slavic borders, Conrad invites to reading "The Warrior's Soul" with a focus on difference and diversity. References to the Grand Army fit in this Pan-

Slavism, Pan-Europeanism, even if the story prevents itself from telling: "Napoleon led not just a French army but a European one that included Italian, Austrian, German, and Polish forces into Russia" (Gampert *et al* 44). The clash between Napoleon and Alexander was not a mere confrontation between two imperial parties. The two dragged along in the war their allies, which positioned Poland, a neighbour and dominion to the Tsar, the enemy they used to be towards Russia. Conrad keeps undead the patriotic fibre in "The Warrior's Soul". His expectations for a free Poland grow on in the latter story be as great as "The hope of defeating Russia and thereby securing Polish independence" (Kingsbury, note 2, p. 166). A failure of the Grand Army to come up to such Conradian ideal is somehow caught up in "The Warrior's Soul" with the Franco-Russian alliance of Tomassov and De Castel.

Before analysing in-depth this "soldierly communion" (Yamamoto 86), interest should be taken in France and Conrad's return to the French high-society in "The Warrior's Soul". Paris, opposed to Moscow with its "Russes sauvages", has a metropolitan dimension with its salons and ladies of honour. The comparison keeps on and applies to the military men from the two countries. Their Officers show gaps and profiles which the society they belong to justify. If De Castel, a French officer, is "a man of the best society besides" (Conrad 94), the old Russian officer cannot be considered so. De Castel's aristocratic code counts and impacts his military personality. Instead of insisting on the hierarchy guiding the men and the troops, he looks beyond these army parameters. For De Castel and his fellow French soldiers, there is "a sort of brotherly feeling for all who bore arms, even if it was against them" (Conrad 94).

Between Tomassov and De Castel exists a strong brotherly bond that begins in a fluid city of Paris and ends up in a wintry Moscow. In fact, the Paris episode, while preceding and predicting the invasion war in Russia, lays out the "theme of the aristocrat who holds to the code in a world that is witnessing the death of honor" (Fleishman 146). De Castel embodies this aristocrat who is to bear the burden of accomplishing actions beyond his military predispositions: "The fate of those people [Russians] is of no military importance to us [French]" (Conrad 97). Indeed, De Castel's aristocratic cause transcends the war and the warriors in "The Warrior's Soul". So does Tomassov's. "Yes, he [Tomassov] was full of compassion for all forms of mankind's misery in a manly way" (Conrad 100). As an individual impromptu decisive in the collision between Napoleon's imperialism and Tsar Alexander's patriotism, this sense of community/commonness consistently counterbalances such predicament: "For Conrad,

individuals are always the ones crushed between larger political forces" (Peters 38).

III. "THE WARRIOR'S SOUL": A TALE ON PATHOS AND ETHOS

"The Warrior's Soul" can be validly considered a short-story; "a work of prose narrative shorter than a novel, usually concentrating on a specific episode or experience and its effect" (*Harra's 21st Century Dictionary*). Its condensed form conforms to the short-story genre while its "temporal and spatial dislocation" (Yamamoto 2010: 79) dissuades from reading it as a form of novella. Added to that, the delegation of voices along with the overlapping of individual war-reports contrast with the way short-stories maintain their plots somehow centralized. No doubt, Conrad alters the plotting here as he deliberately sets in an audience with no responsive say in the tale told by the old Russian officer. The dialogic box shaped with the two-side setting prevails within the narration of the latter who, till the final words connecting him towards Tomassov, reflects the role of a soliloquizing confessor.

The psychoanalytic side of the story plays deep in the protagonists as eye-witnesses and active participants in Napoleon's war against Russia. Because of the moral and military traumas weighing down on his patriotic conscience, such a war veteran and survivor as the old officer is rather complaining than explaining to the young Cossacks the "safe" retreat which had been guaranteed to Napoleon's Grand Army. In fact, the omniscient narrating voice keeps moving to and fro an emotional register which coalesces with pathetic allusions framed as a "despair's conflicting claim" (Brotsky 190) in "The Warrior's Soul". In other words, what is ever lost during and after the war requires more specific actions than the individual memory can carry out. Telling the story about the war and its proceedings is far from being the only rhetoric fact which can symbolically sustain the individual commitment to the humane cause. No doubt, the narrating Officer's old age and abundant experience from the war altogether build up a memory which is contradictorily questioned by an omniscient story: "Memory is a fugitive thing. It can be falsified, it can be effaced, it can be even doubted" (Conrad 90). In fact, the memorial hegemony characteristic of the old Russian officer experiences its limits once faced with the "humane" considerations:

For him [Tomassov] love and friendship were but two aspects of exalted perfection. He had found these fine examples of it and he

vowed them indeed a sort of cult. It affected his attitude towards Frenchmen in general, great patriot as he was...He grieved at the appalling amount of human suffering he saw around him (Conrad 100)

At its peak, Tomassov's blind compassion for the Napoleonic troops goes beyond the military men. He encapsulates in a single altruistic vision both the Cossacks and the Europeans engaged in the Grand Army. In this singular posture favourable for a deletion of the barriers and interests standing between Russia and Napoleon, Tomassov's presence among the Cossacks echoes a silent and passive dissidence.

The pressure which the military ideology puts upon the soldiers parallels with the sacrifices endured by the individual – "The abstract principle of the value of self-sacrifice" (Peters 2012: 40) – to cut short to the dehumanization process in "The Warrior's Soul". In spite of the harsh and deadly conditions surrounding the Cossacks, Tomassov's humane character brings in a friendly atmosphere. His references to Paris, France, and the salon lady meet the silenced expectations of the Russian field soldiers. His experience of love and seduction in the French high society suffices to soothe and quieten the shooting instinct of the latter: "the humane Tomassov" among his fellow soldiers who no doubt envy...Tomassov's experience with the Russian diplomatic corps in Paris before the war" (Kingsbury 158).

Additionally, the inexistence of any need to fire on the human relics of a Grand Army does more than raising a moral consciousness among the Cossacks, starting indeed with Tomassov: "That surely is artificial. I am all for natural feelings. I believe in nothing else" (Conrad 97). The contradictions omnipresent in the war under process in "The Warrior's Soul" tend to be more significant when they are brought down upon the individuals. As such, their effects, if effects be, break completely away from the collective will incarnated by the fighting armies. Since "Had it been left up to Tomassov and De Castel (friends before war but opponents after its outbreak) the war never would have occurred" (Peters 38). Opposed to this soft and underground side of warriors is the more radical one which involves such characters as the adjutant and the old officer. Based upon their respective war-doctrines, the moral differences opposing the Tomassov-De Castel duo to the Adjutant-Officer one will be interesting to deepen in another paper.

The traditional ways of waging war with armed regiments, infantries and battalions keep on in "The Warrior's Soul". The only difference – which a major demarcation from the classic war-way – is Tomassov's and De Castel's sense of honour which ethicizes the Napoleonic war. This stratum present in the text on the war can be significantly summed up "profound moral struggles of the story's protagonist" (Peters 38). The Paris experience proves Tomassov and De Castel mature enough to commit themselves to causes of a noble moral dimension: "fidelity to a cause – (about) loyalty, human solidarity and (having) a sense of duty, all of which were values that were essential to the soldiers of the Resistance movement" (Skolik 201). And as a testing ground, the war in Russia reunites them in the worst conditions to question their friendship and, say, their "knightly ethics of honour" (Tkachuk 2015: 81). This figure of the aristocrat and active soldier emerges more and more frequently in a war-space which the omniscient narrator reduces to the twinned characters of Tomassov of De Castel – "The twin idolatries of venerable and martial" (Brotsky 2001: 190) heroism.

What we expect as a frontal confrontation between the Russian Cossacks and the Napoleonic men never takes place due to a fragmentation of the war ground into ghost-like villages and provinces in secluded Russia. An evident chaos in space which compels the troops to wander for the enemies and, in need, bivouac to give a break to a war lost in advance. This military aimlessness lasts long and will not leave Tomassov and De Castel out of its human toll. Though the dynamic of the story – very similar itself to a gyroscopic lens – has no real focus on any of the two protagonists, the voices of the latter keep confessing to try to fill in an emotional gap still overt in "The Warrior's Soul": "Love at its highest should be the origin of every perfection" (Conrad 96). "An altogether different sort of lover from himself" (Conrad 99), Tomassov is a typical altruistic true to the Conradian gentleman "who must always and everywhere excel over the others" (Tkachuk 78). In a matter of life or death, this embodiment of heroism is always the one who pays his existence for the survival of the others. In the specific case of war in "The Warrior's Soul", the sacrifice of the military self adequately ranges in a more consequential code of honour: "War has put Tomassov and De Castel in moral predicaments; each has relied on an accepted set of values to make a choice" (Kingsbury 161). Tomassov and De Castel decide then to wage the war in a manly but humane way. Instead of fighting to kill, and humiliate, they deliberately choose to inculcate into their fellow soldiers honour and moral strength, "giving them hope in hopeless situations and enabling them to find meaning in their lives" (Skolik 201).

Shifts of the omniscient narrating voice from the empire-level war into moral and ethical ordeals replace "The Warrior's Soul" in a writing trend anchoring upon human dignity, among other man-concerned issues. Being the central point in the story process, man under his military guise suffers what some of some critics and biographies of Conrad typify as a system (Skolik 202). As a hegemonic structure subtly present throughout the war, the system as an imperial force (including both Napoleon's invaders and Tsar Alexander's Cossacks) generates its own objects (armies) to perpetuate an exploitation law hardly detachable from a class-struggle complex. Victims of higher decision-makers – some avatars of power – the fighting French and Russians unconsciously contribute to the maintaining of tsarism or napoleonism as a political ideologies. The authorial will to subvert such superstructures never fails. It reinvents itself through those protagonists whose "human loneliness on the one hand" imposes a "human solidarity on the other" (Skolik 203).

Like the Napoleonic war which is one lost in advance, the individual's challenging the deeply implanted system turns out to be a failure in "The Warrior's Soul". In reality, the opposition between the two imperial forces sets up a ground or battlefield conformist enough to entrap the dissident, anti-ideological military mind-set. The earlier rebellion which the old officer had nipped in the bud of his prolixity comes around in the subtle but persecuting form of a "personal moral conflict and guilt" (Peters 38) true of both Tomassov and De Castel. No doubt, the two nations in conflict induce a friction of the French culture and the Russian one. And applied to the respective patriots and warriors, a friction cannot be avoided between a *Russe sauvage* and the "exquisitely accomplished man of the world, De Castel" (Conrad 96). Yet, Tomassov and De Castel get beyond the cultural differences by looking ahead for this: "The clemency born of a notion of human worth that shuns its degradation" (Fleishman 146). This quest goes on and even closes up the war-story with an indefectible commitment of Tomassov and De Castel to human honour; "another vision beyond contemporary history" (Fleishman 147).

IV. CONCLUSION

As a polemic story, "The Warrior's Soul" opens up to a revisionist reading of war. What Conrad idealizes as the "true gentleman-aristocrat" (Tkachuk 78) includes way and manners blind to nation and culture borders. A humane "compassion [that] can be seen as embracing all humanity beyond the binary oppositions between friend and enemy, "we" and "they"" (Yamamoto 82). By the end of the Napoleonic war, Tomassov and De Castel manage to take

the pioneering steps towards a pan-Europeanism dear to Conrad. The tragic, which is a ransom to their honour-debt, leaves none of the two armies safe, and unvanquished.

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Leading Project teams: The role of leadership styles in dynamic work environment

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Received: 13 Oct 2022; Received in revised form: 03 Nov 2022; Accepted: 10 Nov 2022; Available online: 15 Nov 2022

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Abstract— *The current study aimed to examine the influence of three different leadership style including (authoritarian leadership style, democratic leadership style, laissez faire leadership style on work environment at selected private businesses in Erbil. The current study applied quantitative research method to measure the developed research hypotheses. The study prepared a questionnaire consists of different sections; including questions regarding to the authoritarian leadership, certain questions regarding to the democratic leadership, moreover several questions regarding to the Laissez-Faire leadership styles and lastly set questions about work environment at private businesses. The findings revealed that the most powerful leadership style with associated with work environment was Laissez-Faire leadership followed by democratic leadership style and the lowest value was for authoritarian leadership style.*

Keywords— *Leadership, authoritarian, democratic, laissez-faire, work environment*

I. INTRODUCTION

In today's business environment, leadership has become the central problem. To provide the output or services for which the body is designed, it must coordinate and integrate the utilization of both human and material resources. There are two schools of thought on what it means to be a leader: one that influences others' dedication toward attaining their full potential in the pursuit of a valuable, shared goal while also upholding one's own personal standards of honor and integrity. The relationship between a leader and his or her followers is an important part of the leadership process. A

competitive business climate places a heavy on on the leadership of a company to implement the necessary reforms and innovations. Organizational performance may be improved with effective leadership (Larson & DeChurch, 2020). For this reason and others, many different theories of leadership have been offered in the last fifty years, all of which claim their implementation has improved organizational effectiveness through improving employee performance (Berraies & Bchini, 2019).

Professionals are increasingly doing studies on leadership (Pretorius et al., 2018). Researchers believe this approach is

critical to resolving team motivation in the face of an increasingly chaotic and fast changing business services industry. Furthermore, the topic of team motivation in knowledge-intensive firms is rarely tackled because of the complicated nature of leadership and organizational culture in the enterprises (Purvanova & Kenda, 2018). Organizational architecture and leadership norms interact and mutually encourage the acceleration of organizational outcomes that result in successful team motivation (Bligh et al., 2018).

In order to achieve their objectives, organizations have a wide range of assets and resources at their disposal. In order to get a competitive edge, a company's assets and resources might be extremely valuable and one-of-a-kind. Organizations operating in dynamically competitive contexts place a high value on their work environment. An organization can get a competitive edge over its rivals in a high-competition setting by better assimilating member knowledge, creating new work environments, and managing their own work environments. As (Afzal et al., 2018) stated, land, labor, and capital are the three traditional components of production that have been essentially supplanted by the work environment. Work environment has been stated by Zhang et al., (2018) to be the mainstay of the 21st century company that has a propensity for inventive discoveries in all functional domains. The company's working environment is also seen as an important factor in its success. Individuals have both a tacit and an explicit understanding of the goods, systems, and procedures they use at work; this includes knowledge that is encoded in manuals and databases as well as information systems. Organizational work environments also include the tacit work environments that are shared collectively in the company in the form of routines, culture, and know-how entrenched in social processes.

Leadership styles have been analyzed in a number of ways by researchers in business and management. How leadership styles influence a company's dynamic capacities, either directly or indirectly, is examined in this study. Research on leadership styles expands on previous studies and examines a wider range of situations. Leadership competences are assessed using an entirely new framework, from which style profiles are produced and related to the dynamic capacities of a company. Different forms of leadership are examined to see how they compare in terms of their influence. As a result of this, the focus on several styles of leadership, rather than a single type of leadership, is warranted.

II. LITERATURE REVIEW

A. Leadership styles

Kurt Lewin, a social psychologist who lived from 1890 to 1947, identified three primary types of traditional leadership and distinguished between them. It is widely accepted that Lewin is the father of social psychology and management theory. He came up with the idea of leadership environment after conducting a series of tests in group dynamics and leadership. Lewin identified three sorts of leadership climates based on this concept: democratic, authoritarian, and laissez-faire. In addition, the requirement to make a decision affects the choice of leadership style (Newman & Ford, 2021).

This is an adaptable leadership style with a dual focus. This type of leadership adapts and varies depending on the scenario. Leaders are expected to adapt their leadership style to the needs of the team they're leading, as per the notion of dynamic leadership. As dynamic leaders are defined by successful action, concentrated energy, and benign compassion, they can enhance team motivation. As a result, dynamic leaders put the needs of the entire team ahead of their own, emphasizing collaboration rather than competition. A motivating factor for teams is the acknowledgement that they have contributed to the overall success of the project. Dynamic leaders are adaptable leaders who see opportunities in barriers, take effective action in tough circumstances, and take risks in order to achieve their objectives. Adaptive leadership also fosters a sense of shared purpose among the members of the team. Rather than just exhibiting hierarchical command and control, team members are driven by adaptable leaders who inspire and influence them. Each employee's contribution is valued by dynamic leaders, who are helpful in all situations, kind, fair, modest, and motivating. As a result, a dynamic leader is better able to motivate a group of people than simply one person. Businesses operating in a fast-paced, competitive environment might benefit greatly from having executives with a high level of dynamism. Adaptability and flexibility are two key attributes needed by leaders in today's dynamic corporate climate. Because leaders must resolve problems and make difficult decisions, active leadership alone will not be sufficient to inspire team members. Leaders in today's corporate world confront several challenges, not the least of which is the constant need to develop fresh talent. Leaders can no longer evolve over time, as they did in the past. Leadership in today's fast-paced business world is not enough to keep the company and its people running smoothly. Proactive and deliberate leadership development is becoming increasingly common in successful firms throughout the world. Training and communication are both essential components of dynamic

leadership. It is also important to note that in order to succeed as a dynamic leader, he or she must be willing to take big chances and inspire and influence his or her team members (Berraies & Bchini, 2019).

The three types of leadership styles are discussed below:

B. Authoritarian Leadership Style

Leaders with an autocratic style keep a distance from their subordinates. Demands, sanctions, laws, rules, and instructions are used to achieve this sort of leadership. Assigning responsibilities, establishing decisions and rules all on one's own, and handling problems are all hallmarks of an authoritarian leadership style. Those who follow an authoritarian leader are expected to follow his or her orders blindly. Without consulting their employees or followers, authoritarian leaders make all of the choices for themselves and then force these decisions on their subordinates (Rahmani et al., 2018). In the long run, an authoritarian leadership style may be counterproductive because it is totalitarian in character. Because these managers believe they are correct, their leadership style stifles creativity and uniqueness. While this is true, the art of leadership is to be able to adapt to changing circumstances. However, there are some advantages to this leadership style: if a task is urgent and time-sensitive, one needs structure and discipline to get the job done quickly. In some situations, authoritarian leadership is used in a situational leadership style (Newman & Ford, 2021).

C. Democratic Leadership Style

Self-determination and equitable involvement are hallmarks of this type of leadership style, which is also known as participatory leadership. However, elected officials should not be used as a benchmark when evaluating democratic leaders. These leaders encourage their followers or workers to participate in the decision-making process by providing them with support and options. As a result, this type of leadership is defined by active engagement, accountability and delegating responsibility to others, as opposed to authoritarian leadership. One of the most important responsibilities of a democratic leader is to empower their subordinates, distribute responsibility, and facilitate group discussions (Xie et al., 2018). Each member of the group is responsible for his or her own decisions and actions, as well as for their commitment to uphold the group's independence (Aqqad et al., 2019). Even while democratic leadership can be beneficial, it has certain drawbacks as well. This style of leadership might backfire if duties are unclear and time is short. Members of the group may also lack the necessary skills and understanding to make decisions. Democratic leadership may be beneficial if the members of the organization are eager to share their experience and information with one another. The democratic leadership

model also takes a long time to make decisions (Al-Yami et al., 2018).

D. Laissez-Faire Leadership Style

Leaders that choose this style of leadership avoid interacting with their employees or customers. This leadership style is characterized by a lack of presence. There are no choices or policies made for the benefit of the entire group under laissez-faire leaders. All decision-making and problem-solving is delegated to subordinates or followers. Leaders who are known as "laissez-faire" tend to have no or little power in their organizations. In this leadership style, members are entrusted with making the right judgments and the trained personnel are hired. Problem resolution and self-monitoring are important aspects of this leadership style, as are high-quality products and services. Success for laissez-faire leaders comes from the fact that their followers are self-directed since their leaders do not constantly critique them. This type of leadership is well-suited to companies with a high retention rate of personnel. In workplaces that need for clear guidance, immediate feedback, and positive reinforcement, it is not an ideal choice (Homan et al., 2020). Because of a lack of understanding, this approach can lead to ambiguous job descriptions and a lack of accountability. Group members are frequently unsure of their duties and responsibilities because of the leader's lack of instruction (Wang et al., 2022).

E. Work Environment

The workplace is ever-changing and complicated. When a group learns to overcome difficulties linked with internal integration and external adaptation, they have developed a set of basic assumptions that they share. There are a variety of cultural factors at play at any one time in today's competitive and dynamic corporate world (Divya & Suganthi, 2018), and this makes firms' cultures dynamic and flexible. Workplace dynamics are also influenced by the many ways in which cultural systems are expressed and transmitted (Yu et al., 2018). Folklore and anthropology have a strong focus on the study of culture. Culture, according to Schein (1985), is the result of a group's efforts to create and uncover the fundamental beliefs that guide its actions. These assumptions are linked to the process of learning to deal with external difficulties. As outlined by Manzoor et al., (2019), culture is a three-level dynamic paradigm that must be understood, transmitted, and changed. Artefacts, values, and fundamental assumptions make up the first three tiers of this hierarchy (form the core). Assumptions in this linear model indicate what we take for granted about ourselves and the world around us. A value is a goal or idea that is held in high esteem because of its inherent worth. The tangible, auditory, and visual results of actions rooted in values and assumptions are called artefacts

(Koo & Park, 2018). Moreover, Rehman et al., (202) says that people working in an organization may have similar beliefs and values. This means that studies of the workplace should involve both the observation of tangible artifacts and the interpersonal interactions between members of the organization. Because of this, cultural anthropology is the field that gave birth to the phrase "cultural dynamics" (Boukis et al., 2020).

III. METHODOLOGY

F. Research Design

The current study applied quantitative research method to measure the developed research hypotheses as it can be seen in (figure-1). The study prepared a questionnaire consists of different sections; including questions regarding to the authoritarian leadership, certain questions regarding to the democratic leadership, moreover several questions regarding to the Laissez-Faire leadership styles and lastly set questions about work environment at private businesses. The questionnaire adapted from articles which already been published by accredited international journals.

G. Sampling and Sampling Method

A sample design is a strategy for obtaining a certain sample from a given population that is planned in advance. The process or approach that the researcher is willing to accept when selecting items for the sample is referred to as the sample design. Sampling is defined as "the act of picking a few individuals (a sample) from a larger group (the sampling population) in order to serve as the foundation for estimating or forecasting the prevalence of an unknown piece of information." For the purpose of determining the association between leadership styles and crisis management, the researchers utilized a random sample procedure. As a result, sampling components must be representative of the general population. This random sample was carried out by private enterprises in Erbil, as previously stated. A total of 100 questionnaires were issued

to various private firms; however, only 89 questionnaires were received and were correctly completed; the data was then gathered in hard copy format.

H. Conceptual Framework

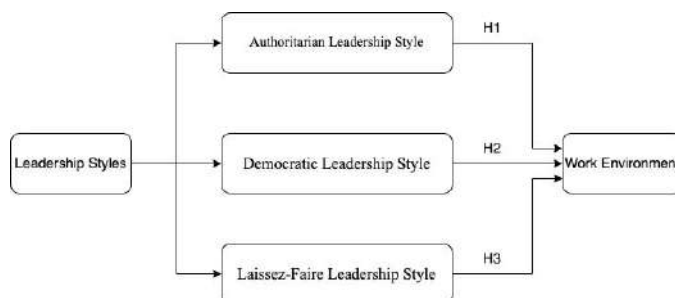


Fig. Conceptual Framework

I. Research Hypotheses

H1: Authoritarian leadership style has a positive and significant influence on work environment at selected private businesses in Erbil.

H2: Democratic leadership style has a positive and significant influence on work environment at selected private businesses in Erbil.

H3: Laissez-Faire leadership style has a positive and significant influence on work environment at selected private businesses in Erbil.

IV. ANALYZING AND FINDINGS

Primary objective of this study is to investigate the link between leadership styles (authoritarian leadership, democratic leadership, and Laissez-Faire leadership styles) and the workplace environment. There was a total of 89 people that participated in the questionnaire, as previously reported. The respondents were asked to rank the importance of each item on a five-point ordered scale based on their perception of its importance. All of the data was analyzed with the help of SPSS version 23.

Table 1. Reliability Test

Factor	Cronbach's Alpha	N of Items
Authoritarian Leadership	0.732	11
Democratic Leadership	0.741	9
Laissez-Faire leadership	0.756	10
Work Environment	0.771	12

According to the above reliability test, the results demonstrated that authoritarian leadership's value was 0.732 with eleven questions, democratic leadership's value was 0.741 with nine questions, laissez-faire leadership's

value was 0.756 with ten questions and lastly work environment's value was 0.771 with twelve questions, the findings proved that all items applied to measure the

relationship of leadership style and work environment at selected private businesses in Erbil are reliable.

Table 2. Correlations Analysis

Factors	Pearson Correlation	Work Environment
Authoritarian Leadership	Pearson Correlation	.599**
	Sig. (2-Tailed)	.000
	N	89
Democratic Leadership	Pearson Correlation	.601**
	Sig. (2-Tailed)	.000
	N	89
Laissez-Faire leadership	Pearson Correlation	.613**
	Sig. (2-Tailed)	.000
	N	89

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

The study applied correlation test to examine the link between authoritarian leadership style, democratic leadership style, and laissez- faire leadership style with work environment at selected private businesses in Erbil. The results demonstrated that authoritarian leadership's value was .599** which resulted in a positive and significant link between authoritarian leadership style with

work environment, moreover authoritarian leadership's value was .601** which resulted in a positive and significant link between democratic leadership style with work environment, and lastly laissez- faire leadership style's value was .601** which resulted in a positive and significant link between laissez- faire leadership style with work environment.

Table 3: Coefficients

Independent variable	Coefficients	t-value	P-value
Authoritarian Leadership	.591	6.5441	.000
Democratic Leadership	.603	4.398	.000
Laissez-Faire leadership	.627	3.5455	.000
R2	.648		
F value	23.2915		.000

Dependent Variable: Work environment

The study applied multiple regression analysis to investigate developed research hypotheses, as for the first research hypothesis, the result showed that the r value is .591 with P-value .000 this showed that authoritarian

Leadership style has a positive and significant influence on work environment at selected private businesses in Erbil. Moreover, as for the second research hypothesis, the result showed that the r value is .603 with P-value .000 this showed that democratic Leadership style has a positive and

significant influence on work environment at selected private businesses in Erbil. as for the third research hypothesis, the result showed that the r value is .627 with P -value .000 this showed that Laissez-Faire Leadership style has a positive and significant influence on work environment at selected private businesses in Erbil.

The findings revealed that the most powerful leadership style with associated with work environment was Laissez-Faire leadership followed by democratic leadership style and the lowest value was for authoritarian leadership style.

V. CONCLUSION, IMPLICATIONS, FUTURE RESEARCH

CONCLUSION

This research explores the influence of dynamic leadership, a novel concept in leadership, on employee engagement. Individuals and teams are influenced and motivated by the impression of leadership. This research also focuses on businesses, which have complicated connections and where leadership is critical in inspiring employees. There are a variety of issues that providers encounter in organizations since they operate in a very dynamic environment. There are two major obstacles that healthcare providers face: the ever-changing and diversified demands of patients, as well as exceeding the expectations of patients. The importance of team motivation cannot be overstated. Non-financial awards were found to be an essential and successful method of motivating teams in firms in the research study. A leader's support and encouragement is especially needed for teams. When it comes to motivating a team, the effectiveness and potential of the leader has a significant impact. Furthermore, in today's corporate climate, dynamic leadership is required, and leaders must be flexible and adaptive in order to function effectively. Transformational, transactional, honest, and servant leadership styles all have an impact on team motivation. A positive correlation has been observed between team motivation and the leadership styles of transformational, genuine and servant, as well as a negative correlation has been identified between transactional leadership. Efforts should be made to find ways to encourage team members through leadership styles. Because of the need for multi-professional teams to interact and work on complicated projects, corporations regard team motivation as an inherent fact. There will always be a need for a leader who can steer a team toward a certain objective. Relationships between leadership style and team motivation in companies can be enhanced by organizational culture's dynamics. It is crucial for businesses to have a strong leader who motivates his or her team and keeps employees pleased.

IMPLICATIONS AND FUTURE RESEARCH SCOPE

An industry-specific framework for examining the relationship between various leadership styles and employee engagement is provided by this study. Organizational culture and team motivation are also examined as part of the framework. The information in this paper can be used to boost workplace morale by increasing the sense of belonging among employees. This research shows that leadership style (democratic, authoritarian, or laissez-faire) has a direct impact on team motivation. Researchers might focus on establishing new frameworks to study the link between characteristics like leadership style and employee satisfaction or happiness. Qualitative and quantitative studies can both be used in this situation. This will aid in the investigation of the complex nuances of leadership styles and their influence on numerous areas of organizations.

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Feminist Reading of Naomi Wolf's 'The Beauty Myth'

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Received: 18 Oct 2022; Received in revised form: 04 Nov 2022; Accepted: 09 Nov 2022; Available online: 15 Nov 2022

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Abstract— *This project provides a feminist reading of Naomi Wolf's The Beauty Myth. In this book she talks about deconstructing the myth of beauty and realising how patriarchy stresses our appearances in order to damage us all. Figures, data, citations, and statements abound in this book, which is divided into six topics: labour, culture, religion, sex, hunger, and violence. In each part, Wolf tries to demonstrate how the concept of "beauty" has historically and continues to keep women in inferior positions.*

Keywords— *Beauty Myth, Feminism, Other Woman, Society, Violence.*

I. INTRODUCTION

Naomi Wolf's first book set out to debunk the beauty myth that persisted in the 1980s and 1990s. Wolf noticed that the ladies in her milieu were largely concerned with their beauty and body form throughout her time at Oxford. This discovery inspired her to write on health difficulties and the reality of women being subjugated by patriarchal society to look a specific way and to meet the society's expectations, particularly those of males. She not only sheds light upon eating disorders in this book, but also the various domains in which the beauty myths are found, such as culture, labour, sex, hunger, and violence. The writer says, "There is no legitimate historical or biological justification for the beauty myth; what it is doing to women today is a result of nothing more exalted than the need of today's power structure, economy, and culture to mount a counteroffensive against women." (Page 13) Wolf uses statistics to indicate that practically every other American woman at the time had an eating disorder and that the magazines were to blame because they only featured slim, white, blonde models instead of embracing all bodies, colours, and religions. Breast implants were very popular at the time due to the unattainable aesthetic standards that women felt obligated to satisfy. The doctors conducted these procedures without informing the women about the myriad potential negative effects. The female audience was greatly worried about their age and fell prey to marketing firms promising them anti-aging creams. Furthermore, there were no older models in the magazines or on the cover pages; only the young ones

were put in the spotlight. This led the majority to feel that the only way to look beautiful was to conform to societal norms rather than to admire their bodies as they are. Wolf argued in the preface, which was later added in 2002, that the twenty-first century has progressed, but there is still a long way to go. She points out that while people are more aware of eating disorders than ever before, the difficulty is that these diseases are now considered normal. As a result, models openly discuss the side effects as if the conditions are not dangerous. Legal actions took place against silicone breast implant providers and according to Wolf, this is a step forward. She investigates all the beauty myths that have poisoned and continue to poison the minds of society. In modern times progress has been made yet these misconceptions remain.

II. MAJOR DISCUSSION

Wolf proclaims that the myth of beauty is an order that governs action rather than appearance: above all, the beauty myth creates the urgency of basing women's identity and worth on their attractiveness. After the 1930s, various social fictions arose, including the beauty myth. In the bourgeois marriage markets of the nineteenth century, women began to conceive of beauty in economic terms. These fictions controlled what women should wear and how they should behave, both of which are laborious, and it provokes one to think about it. After the Industrial Revolution, the beauty myth in its modern form grew stronger. Women gradually

confronted an unbiased attitude and at the same time female consciousness took over an actuality that used notions of "beauty." Manipulating society through beauty standards is the finest way to emotionally degrade women because they have become monetarily powerful. Following the resurgence of feminism in the early 1970s, Western women gained legitimate rights, increased education, and access to liberal professions. Women, on the other hand, do not feel as liberated as they would desire. Their dissatisfaction stems from the relationship between women's independence and feminine beauty. According to the writer "the beauty myth" is a backlash against feminism. It uses images of the physical appearance of women as a political tool to hamper women's advancement. The portrayal of feminists as "ugly" and "masculine" has created a new area of opposition to radical feminism. Naomi Wolf challenges the idea of beauty myth in this book by debunking the whole concept through the help of the following aspects:

2.1 Work

The community takes advantage of women's beauty by utilising it as a sort of exchange. The number of employed women began to rise as the feminine mystique started fading. Wolf used statistics to illustrate that after WWII, the percentage of working women in the United States was 31.8 percent and grew to 53.4 percent in 1984. By 1986, 77 percent of Swedish women were earning, 55 percent of French women occupied several professions, and 63 percent of British women had paying jobs. Wolf declares that the "beauty myth" has always been a political move and that as the number of working women expanded, it became money rather than a symbol of currency. Wolf analyses how women made progress despite having to work two shifts (one as per their occupation and another at home) compared to men's single shift; and how the beauty shift, which refers to the unrealistic expectations of society, intends to keep women below men by keeping the female audience preoccupied. Another important role of the Beauty Myth is to diminish women's sense of self-worth and self-esteem, lowering their yearnings, goals, and aims to levels that society can handle. She mentions how even after sex discrimination bans, women have been put through a wide range of authorized discrimination based on their looks - what Wolf refers to as the PBQ (Professional Beauty Qualification). The PBQ, of course, is only applicable to women. For instance, male newsreaders do not need to be young, attractive, or sophisticated; they gain dignity with age. Unfortunately, the same cannot be said for women who are fired because they are aged or not attractive enough to read the headlines, and the courts responsible for imposing anti-discrimination rules maintain their employers' right to do so. Viewers want to see juvenile, alluring women while watching the news, thus older, less attractive women can

properly be fired, regardless of how effective they are at their jobs, which is viewed as an irreversible fact of life. As a result, women's worth is increasingly being determined by their appearance rather than their ability or expertise.

2.2 Culture

"Women are mere "beauties" in men's culture so that culture can be kept male. When women in culture show character, they are not desirable, as opposed to the desirable, artless ingenue." (Page 59) Wolf shows how second-wave feminism demolished the beauty myth, which had succeeded the idea of domesticity. Women who severed their links with the position of a housewife in favour of a job and autonomy were tempted by the beauty myth to discover something that spoke to them in these publications. As Wolf demonstrates in her book, periodicals are controlled by the demands of their marketers, and the marketers require to manipulate women so that they would buy the products. If cleaning supplies aren't an option, they'll have to settle for cosmetics. She investigates why women are exploited in this way whereas men are not.

2.3 Religion

On this subject, Wolf claims that the beauty myth has taken the place of religion in the lives of women and that it serves the same purpose. The concept of an "objective" ideal of flawless beauty has supplanted the notion of an unbiased standard of purity. The modern 4 religion expects women to be beautiful and it does not lay much emphasis on other aspects. Advertisers who promote "beauty" items (skin-lightening creams, facial makeup, etc) do so by instilling this new moral need to be attractive. Complying with what Wolf refers to as the Rites of Beauty gives contemporary women the same sense of fulfilment that adhering to religious rituals gave women a century before. The similarities between religious symbolism, language, and emblems of beauty are truly astounding. Furthermore, the methods employed by the cosmetic sectors are dreadfully comparable to those of religious groups. Wolf mentions in her book the unwavering belief the society has in the influence of beauty, the vulnerability with which they chase the standards of beauty despite having the knowledge that their bodies can never accomplish such excellence, the rigorous assessment and self-hatred that this incapability motivates, and most significantly, the virtues of saints. She provokes a question in the readers' minds, making them think about the non-rewarding journey of living up to societal standards. She says that saints end up in heaven but there is no prize for meeting the beauty expectations.

2.4 Sex

Sex is an evaluation of how the beauty myth confines and stifles female sexuality. It is also similar to the techniques used by religion. Wolf describes how our community views

sexuality and how the society is educated to think about it through artists, philosophy, movies, music, and pretty much everything else—not just through the marketing industry. Women are the ones who are scrutinised while men are both doers and observers. The 'rules' made by society state that attractiveness is a requirement for desirable ladies. A woman cannot feel wanted if she does not feel beautiful because sexual identity and beauty are intertwined. Wolf says that women won't have any energy left over if they spend all of their time worrying about whether or not men would find them appealing. She raises an important question as to what will encourage women to locate such energy if they are not able to imagine active female sexuality (due to the lack of examples in our popular culture). She explores the eroticization and normalisation of sexual violence against women in "beauty pornography." She addresses how women are forced to view their personal appearance as crucial to their desirability and sexuality, which breeds a complete lack of understanding between the sexes and keeps them apart. She discusses how males are disadvantaged because they are taught to objectify women sexually instead of viewing them as unique, fascinating people. As a result, they may miss out on sexual pleasure and fulfilment if they are unable to overcome their conditioning. In keeping with this theme, Wolf ponders what might occur if men and women were free to respect and love one another for who they truly are: as equal citizens, as fellow humans with a past. If this were to happen, it would be an uprising.

2.5 Hunger

Wolf provides frightening statistics on the occurrence of anorexia and bulimia in the wealthy West. She considers ample women who mistakenly believe they are obese, the amount of pre-puberty women who are dieting, and the females who frequently starve themselves. She then inspects the persistent health consequences of calorie restriction and malnourishment, such as unhealthy obsession with food (which includes overeating and mindless snacking), mental issues like depression and anxiety, and apathy that lowers one's function and quality of life. Excluding the major effects of famine and death, statistics prove that anorexia has the highest number of deaths among mental conditions. Hunger seriously harms people and their bodies. History has repeatedly shown that keeping a big group of people hungry is necessary if one wants to subjugate and oppress them. If forcibly preventing food would be impossible, the only option would be to persuade them to do it themselves and willingly give in to hunger. Wolf contends that the "beauty myth" does this. It promotes being slim, attractive, and appealing as something that is morally required to get women to give in to hunger. She claims that starving oneself to thinness has always been

important for women while being thin is unimportant. As per societal expectations, thinness is also somewhat unattractive if it is compared to the sensuous power of a woman with a different body type. This chapter touches on a universal worry that everyone has about what will happen to women in the future—namely, they would be pushed to a place where no one will be able to save them. As a result, most readers can relate to it. The author says that anorexia is not about irrational self-hatred, a warped sense of self, or going too far in the pursuit of beauty. She claims that the issue is much less about the specific, private conditions of a person than it is about the larger cultural pressures and the callousness with which those in positions of power are handling the epidemic's negative impacts. In fact, it is a sensible reaction to such demands and apathy. In this chapter, Wolf makes a strong case for the idea that the beauty myth is more than just an occurrence that developed accidentally due to external factors and that society could do much more than just observe. Her "conspiracy argument," that the Beauty Myth has a real goal that is either conscious or only partially conscious, is most convincing in this chapter. The growth of "thin" beauty coincides with women's socioeconomic and regulatory autonomy, and it has gotten worse as women have gained more rights and become a greater danger to society's power structure. Nobody finds malnourishment attractive, and a healthy body is unquestionably better than being underweight, as the latest "zero figure" reaction has starkly demonstrated. Wolf questions the Beauty Myth's demand for such thinness.

2.6 Violence

The female audience is manipulated so that they willingly subject themselves to a legal form of brutality known as 'cosmetic surgery. Although it is a choice offered to all genders these days, women feel more inclined to opt for it. Wolf makes a comparison to British physicians who, to make money by treating patients, are delighted to glorify violence, normalise, and represent the female patient as ill. This procedure is their way of earning income by performing surgery on women who do not need it to make them look even more beautiful. All this not only creates unrealistic beauty expectations but also the plastic surgeons are more than happy to idealise these unachievable standards of beauty. Current surgeons have a significant monetary stake in women playing a societal role that makes them feel unattractive. They do not just promote a piece of an already-existing market; they also build new problems. It is a major growth driver since it may effectively generate demand by mixing content with advertisements in women's publications. Several cosmetic surgeons believe that their procedures are medically necessary due to the "therapeutic benefits" it offers. In both instances, larger society has

supported the "healthcare" firms that target women in this way because, as long as women attribute their dissatisfaction to medical complications and look to medicine for relief, they won't be holding politicians accountable for their issues. If performed poorly, plastic surgeries can be deadly and even fatal. It's even experimental at times. Without any real oversight and with no real security for the defenceless women who are looking for a personal cosmetic cure to what is so obviously a societal problem, surgeons who guarantee to do no damage are doing unneeded and harmful treatments. Wolf contrasts the current trend in breast surgical treatment with infibulation, as well as with Victorian era 'clitoridectomies' and 'oophorectomies'. Wolf says that by addressing the unidentified "Other Woman", society could dispel the myth. It makes sense that women who are silent and observant are portrayed as adversaries since men's reactions to female "beauty" is the main source of the flirty attention that women encounter on a daily basis. By being playful, courageous, and courteous with one another, this mistrust and alienation have a scope of getting dissolved. Women should entice each other with a little glimmering focus that is all too frequently reserved for men: admire each other and express adoration. Furthermore, if women are inexperienced, they are instructed to avoid identifying with older women; if they are elderly, they are taught to be a little harsh on young women, seeing them with frustration and disgust. The "beauty myth" was intentionally created to push different age groups of women in opposition; by purposefully fortifying those connections, females reclaim the fullness of their lives that the beauty myth would have prevented them from realising.

III. CONCLUSION

Wolf provides a brutally horrific peek into the future, speculating from what is presently occurring and what has previously occurred, in which she sees no boundaries to what society, enslaved by the 'beauty myth', will do to women. Perhaps we'll be medicated into a docile obedient numbness, and poverty-stricken women will be hired to have children for the sake of the infants' wealthy mothers' youthful appearances. Maybe less fortunate women will be selected and sold for their body parts in order to be transplanted into other, 'less attractive women. Everyone will eventually be doing it because what currently appears to be completely out of control will continue to rise to the point where no one will genuinely be able to recall what natural human bodies look like. Wolf states a possibility to envision a life that is beyond the "Beauty Myth". In her concluding chapter, she presents a hypothetical life with liberty. A life where there is no longer an obligation to follow any arbitrary, nameless norm. No more assigning

values to our bodies based on their shapes, colours, or sizes. Rather, the change allows people to be who they are, to be themselves, and to live life without having to be burdened with judgments or expectations. 8 Society needs to make significant development for this to become true. Since the 1990 release of "The Beauty Myth", very little major change has occurred. The Internet has allowed us to establish venues for body-less women where our thoughts, opinions, and identities are vital, but overall, the beauty myth is still incredibly potent. Wolf's recommendations for dispelling and challenging the beauty myth seem to be just as relevant today as they were when she first made them. A genuine, robust, women's culture that is unencumbered by commercial interests must be established. A start comes from journalists and influencers but there is still a need for more. Women must celebrate their uniqueness, bodies, and personality. From birth to death, from childhood to old age, from foolishness to enlightenment, females should cherish who they are and the entirety of their lives. The community should maintain relationships with the females in their lives and gain wisdom from both the older and younger generations about their experiences. This is the only chance if humans can learn to reject and disregard the requirements of the beauty myth and see clearly through this façade.

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No More Sweeping under the Carpet Repressed Feminine Desires and Sexuality in *Lipstick Under My Burkha*

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Received: 17 Oct 2022; Received in revised form: 03 Nov 2022; Accepted: 10 Nov 2022; Available online: 16 Nov 2022

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Abstract— This paper aims to analyse Alankrita Shrivastava's film *Lipstick Under My Burkha* (2016) in terms of its narrative technique and the handling of a sensitive topic in the context of Hélène Cixous' *The Laugh of the Medusa* (1975) which introduces the concept of *écriture féminine*. In the process, characters, various themes, associated symbols and censorship is scrutinized to prove that the condition of every woman despite of age, sexuality, religion and social background is the same in terms of repression of desires and denied the freedom of expression. It's only through women raising their own voices will help better the situation with women's narratives demanding their space amongst the pool of male-dominated narratives in the popular culture. The stories now need to be narrated from the female gaze.

Keywords— Freedom, Expression, Repressed Desires, Censorship, Feminine Voice, Identity.

INTRODUCTION

Lipstick Under My Burkha (2016) is a women-centric Bollywood film revolving around the lives of four women who on their quest for freedom face various cultural and social obstacles. Written and directed by Alankrita Shrivastava and produced by Prakash Jha, the film stars Ratna Pathak, Konkana Sen Sharma, Plabita Borthakur and Aahana Kumra in the lead roles while Shashank Arora, Sushant Singh, Vikrant Massey, Vaibhav Tatwawaadi and Sonal Jha are in the supporting roles.

Hélène Cixous' concept of *écriture féminine* is a style of writing for women and by women as a revolution against the prominent creation of masculine group identity in popular culture and demands to replace it with feminine embodied experience. She urges women to voice out and create narratives that lie outside the conventional rules of the patriarchal setup.

The Common Dream of Women

Set in a small town of Bhopal in Madhya Pradesh, the lives of the four protagonists though independent and different from each other, are intertwined with the common dream amongst them, that is, freedom in the expression of desires. The plotline follows the story of Usha Parmar

(Ratna Pathak) referred to as Buaji throughout the movie, the matriarch of the family residing in the ancestral home 'Hawai Manzil' who under the disguise of a powerful widow lives a lonely life and is lost in the world of erotic pulp fiction. Shirin Aslam (Konkana Sen Sharma) lives as a tenant in Buaji's home and is married to a conservative and oppressive husband Rahim Aslam (Sushant Singh). In the neighborhood lives Leela (Aahana Kumra) who wants to start her own business and is in love with a Muslim photographer, Arshad (Vikrant Massey) but is forcefully engaged to Manoj (Vaibhav Tatwawaadi). Rehana Abidi (Plabita Borthakur) is a young college-going girl in the neighborhood who aspires to be a singer and live a modern lifestyle but feels trapped with orthodox parents. Alankrita Shrivastava tells the story and struggles of these four women who are constantly in a flux of their identity battling between their ideal 'socially constructed' images and their repressed aspirations and desires.

The Feminine Voice

"It's not like we don't see women at all, we see women but often the sexuality and storyline...serves the purpose of the male protagonist," says Konkana Sen Sharma in an interview with BBC News. Cixous in her essay also

emphasizes “Woman must write her self: must write about women and bring women to writing, from which they have been driven away...” (Cixous). Alankrita Shrivastava overcomes this by presenting it to us as a woman’s narrative. The stories of these four women run parallel to Rosy’s story from the erotic pulp fiction titled ‘Lipstick Dreams’. Whether the author of this fiction is a male/female remains unknown to the audiences but the fact that we receive it from a woman’s perspective does it justice.

The director and writer herself a woman incorporates this narrative technique to beautifully overpower the dominant male gaze and presents the story to us through narration by Buaji in the film. By doing this Shrivastava not only manages to move away from the classical representation of women through the male gaze but also achieves depth and realness in characters, relatability and reliability for “She doesn’t provide us with answers, or with superficial solutions, but just offers us a narrative, bold enough to arouse a woman’s hidden desires and valiant enough to question the patriarch mindset” (Tulsiani).

Closeted Desires – Usha Parmar

Buaji’s topless scene where she engages in a sexual phone conversation with her swimming trainer Jaspal (Jagat Singh Solanki) is the boldest and hard-hitting scene of the film portraying the societal idea of rendering a woman asexual owing to her age. In the process of pretending to be the ideal religious woman she suppresses her sexual desires and loses her identity. Like Cixous argues in the text “...Censor the body and you censor breath and speech at the same time. Write yourself. Your body must be heard,” Buaji’s closeted desires come out after Jaspal refers to her as Usha Ji, her identity which she lost somewhere in being referred to as Buaji throughout her life.

On one hand, the masculinity and sexuality of the trainer are glorified “And down below, immersed in the water, his long manhood” (*Lipstick* 52:43), on the other Buaji loses all respect, is dragged out of her home and blamed for sexually exploiting the trainer when her desires and fantasies are revealed. “Lewd books, indecent clothes. Such obscenity at this age! A 55-year old widow!” (*Lipstick* 1:46:53 – 59:00) represents the ideal way of living ascribed to each gender and age group by the society suppressing to an extent that one looks in the mirror only to feel guilty and ashamed.

Behind the Closed Doors – Shirin Aslam

Shirin Aslam is represented as a bold woman and a talented saleswoman who earns to run the family and yearns for love at home but is only used as an object for Rahim’s sexual urges rendering her a non-human sex machine identity. The glorification of male sexuality is highlighted again and is also evident in the conversation that

takes place between Leela and Shirin in the beauty salon where Leela confronts Shirin about having sexual intercourse which lacks love and affection (*Lipstick Under My Burkha*). Her identity as a saleswoman is quite ironic as she convinces everyone with her products quite as she convinces herself of being in a happy marriage.

“You’re a woman. Don’t try to wear the pants. Turn down the job offer and sit home quietly” (*Lipstick* 1:45:36 – 47:00). After her job is revealed to Rahim, she is physically assaulted and raped by Rahim even though he cheated on her and lied. Rahim when realizes her power in questioning him and her achievements as a bread-earner of the family while he has no job, hurts his male ego and he suppresses her voice and asserts his power through sexual dominance.

Through this, Shrivastava brings to light the silenced issue of domestic violence and marital rape and renders it an everydayness. She holds a mirror to society, asking them to question the patriarchal setup in which women are so used to marital rape that they almost take it as a normal part of their responsibility in being married to someone!

Veiled Identity – Rehana Abidi

Rehana Abidi, a confused adolescent girl, who cannot even dance openly because it brings the family name down, feels trapped in an orthodox family. Her identity when she leaves home in a burkha and changes to ripped jeans when she reaches college is symbolic of her fluctuating between the clutches of traditional living and sewing at home, and her aspirations to have a modern lifestyle and dream to become a singer.

“There’s no end to rules in a girl’s life. Don’t sing, don’t dance, you’ll shame us. Don’t walk like that, people will stare. Keep your eyes down, what will people say? Don’t breathe, you’re heaving chest will attract attention! Don’t wear lipstick, you’ll have an affair! Don’t wear jeans, you make scandals! I want to ask the authorities, what exactly will happen? Why does our freedom scare you so? Don’t we have the right to live freely? We want our right! Our right to jeans! Our right to live!” (*Lipstick* 24:50 – 25:24)

This dialogue of Rehana forms the crux of the movie, a woman voicing out the demand for freedom to live, stemming from the frustration of being surrounded by endless norms that society hands over to women as a rule book for being and living as a woman. It is evident of the juggling in Rehana’s life where she fought her internal battles to find her identity in the modern competitive world while also fighting against her socially conditioned controlling father.

The Rebel – Leela

Leela is ‘the rebel’ if defined from the society’s perspective for she unlike Rehana challenges the rule book and exerts complete right on her body engaging in sexual activities with the love of her life while being engaged to someone else. She feels suffocated by the rules and limitations of the world she lives in. Her character is the one protesting against the orthodox society and its endless norms.

Forced by her mother (Sonal Jha) who works as a nude model for artists, she gets engaged to Manoj. Manoj takes her to visit their future home where he tells her that another TV would be installed in the living room and hence she could have her entire world here without the need to step out of home (*Lipstick* 1:21:17 – 24:00). This highlights the normalized idea of women’s world being limited to television soaps and household chores. This hits Leela hard and she plans to elope with Arshad for she desires to live and take her career decisions on her own terms.

Suppressed Desires – Rosy

Rosy is a symbolic character through whose story the struggles and repressions of not just these four women but all women are beautifully portrayed. Rosy is the voice of the woman accompanied by the visuals of Buaji, Shirin, Rehana and Leela, without whose presence the story if looked at from the male gaze would have been entirely different and the issues highlighted as a problem would have been rather celebrated. Buaji is Rosy in her desires not just sexual but even to learn new things for she engages in swimming lessons, thus going beyond the socially created boundaries of age. Shirin, in finally voicing out her opinions and freeing herself from the shackles of patriarchy and normalized domestic violence, is Rosy. Leela unapologetically demands her physical desires be fulfilled and openly challenges the norms created by society while Rehana breaks through her boundaries, steals and finds herself in the process thus both identify with Rosy. In dealing with their ordinary lives in an extraordinary way, these women overpower the dominant male narrative and their power of expression demystifies stereotypical gender roles which are ingrained into women since birth.

Symbols of Repression

Shrivastava aces the use of symbols as well along with the narrative technique. There are various symbols used throughout the movie that represent and bring to the surface the various thematic concerns. Apart from Rosy as a symbolic representation of women in general, the stories too are a strong symbol. In the ending, where the four women come together tired of the suppression by the patriarchal setup, Rehana mentions “These stories mislead us. Promising us that we too can live like Rosy” (*Lipstick*

1:51:50 – 56:00). Although the story throughout was narrated by Buaji, the fact that all of them commented on Rosy’s situation like it was their own proves that Rosy’s story is the story of every woman. Also, the last three pages being read together by them is a confrontation to the fact that though the journey of Rosy has been decided by the patriarchal setup of which one is a part, the story is yours and you decide the climax. This aligns with Cixous’ theory where she insists that women can make an effort to reject the language of oppression, tell the stories “differently” and the reality will start to transform too.

In response to Rehana’s dialogue about misleading stories, Buaji responds that though the stories are misleading, they do give women the courage to dream (*Lipstick* 1:51:56 – 52:05). Dreams are another prominent and recurring symbol in the movie where all the women dream of is freedom – to live and to express themselves. Midway in the story, Leela shows women a mirror by saying, “You know what our problem is? We dream too much” (*Lipstick* 59:58 – 1:00:03). Even the confrontation of four women, in the end, is a discussion of various dreams satirized through the names of the books in putting forth how these dreams can only remain dreams for women in the current scenario.

The iron bars of the window are something that is repeated time and again in the narrative symbolizing the window to be a cage that holds the women from flying towards their dreams and also blocks the wider perspective of the world by confining them in the societal boundaries. Towards the end, the iron bars at the window cannot hold Rosy back now (*Lipstick* 1:52:44) symbolize the clutches of society that were holding these women back.

The most outright symbol is present in the poster and the title of the movie, lipstick and the burkha. The poster portrays the middle finger of a woman’s hand in the form of lipstick and the tagline says ‘It takes balls to be a woman’ wherein the word ‘balls’ has been crossed. This indicates a revolution against the prevalent patriarchy, gender roles, female subjugation and domination by women and the tagline is a strong and outright message against the male dominance in this society. The title *Lipstick Under my Burkha* speaks for itself in that the word ‘my’ represents the direct voice of every woman stemming from her experiences as demanded by Cixous. Also, it’s the women putting it out there, that we all have been oppressed over the years and it has reached the brim, its about time that we take off the veil of silent suffering and raise our voices against it symbolized by the lipstick being under the burkha which isn’t visible. The lipstick having various shades represents that we have a color – an answer for every societal norm

imposed upon us and most associated with red which is sometimes considered to be representing revolt.

She won't veil her desire (*Lipstick* 1:52:40) states Buaji in the end symbolises burkha represents not a piece of clothing but a wholesome representation of boundaries inflicted upon a woman to be ideal by family, society and patriarchy at large. Simply put it works as an antonym to freedom in the film more like curtaining women's desires.

The other symbols used are that of the mannequin that falls from the table in the end symbolizing the fall of these women after which they confront each other. It is picked up and put alongside them in the last scene can be representative of the society's handling of women as a puppet and its internalization by women in Rehana doing it. Or it can represent women standing and supporting each other which aligns more with the whole narrative. There are other symbols used in the form of waxing and sewing representing the stereotypical gender roles. The symbol of rose blooming is associated with the blooming youth and the desires that accompany it. And jeans like lipstick becomes another symbol demanding freedom. Religion is dealt with wit by Shrivastava in ascribing the protagonists' various major religions thus putting forth the idea that the situation is the same in every culture and also avoiding controversy.

Thus the women from various constructed and categorized identities go through a collective consciousness of repressed desires, sacrificing and trying to achieve a balance in their identity. Be it the old, married, engaged or millennial, all go beyond the societal norms in either hiding, lying, cheating or stealing to regain their lost self and find their liberation and equality.

Censorship

The film after its first official trailer release in 2016 was denied release in India because the Central Board of Film Certification (CBFC) refused the certification on the grounds that the film is 'too lady oriented' and contains 'sexual scenes', 'audio pornography' and 'abusive words.' The irony lies in the film winning the Oxfam Award for Best Film on Gender Equality before its official release on screens for it premiered at Tokyo and Mumbai Film Festivals. The film being denied the certificate itself validates Cixous' theory of prominent male-dominant narratives being socially and 'legally' acceptable.

Dr Sarita G in her notes on Cixous' *The Laugh of the Medusa* states that "The truth is that men are intimidated by female-sexed texts." It proves that the movie has the potential of upsetting many people in this patriarchal setup for it is unsettling, relatable and holds a mirror for society. The women relate to them with their experiences even if they haven't experienced it to the extreme levels and is

unsettling for even men as it hits them that they have been playing a major role in denying freedom to women unconsciously. Kriti Tulsiani in an article about the review of the film justifies Cixous' belief stating that "The film is a 'fictional' woman's perspective on sexual-exploration and hidden desires of women, who often resort to non-stereotypical ways, is helmed by a woman director and features four non-conformant women as leads – of course, it had to be termed 'lady oriented'" and this explains why it bothered CBFC.

CONCLUSION

The film is far away from the categorical identities of women, it talks about all women living in the shadow of oppression. Each of these women lives a life of duality, one that conforms to society and the other is their desired and pleasure life. The fact that it has been naturalized to an extent that women feel guilty for Cixous herself has accepted that she had been ashamed in opening up about her deepest desires. Hence, it's time that women voice out their opinions for if this story or any feminine experience continues being told from a male gaze the oppression will continue and freedom of expression would be denied to women eternally. This story if looked at from a male gaze is the story of every household and hardly anyone has been moved by it unless presented to us in the form of this movie from the lens of the female. It is interesting how the trajectories of all the stories culminate into the climax demanding freedom from social, cultural, and bodily clutches representing the quest of every woman.

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Female Victimization: The Issue of Female Infanticide in Children's Literature and the Indian Society

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Received: 18 Oct 2022; Received in revised form: 05 Nov 2022; Accepted: 11 Nov 2022; Available online: 16 Nov 2022

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Abstract— *Children's literature is one of the chief vehicles contributing to development of gender identity in children. It can be read as an important socio-cultural and socio-political document. This article examines the gender issue of female infanticide and the representation of gender relations in Ranjit Lal's 'Crossword Best Children's Book Award' winner Faces in the Water. The study focuses on the correlation between the societal gender issue and childhood. The narrative is analysed using an interdisciplinary approach to the aspect of gender issue addressed in the text in relation to Indian society and studies made in social sciences. Also, the prevalence of the serious gender issues in the realistic narratives and the position of children as readers of narratives with serious gender issues is analyzed.*

Keywords— *Female Victimization, Gender, Female Infanticide, Children's Literature, Indian Society*

INTRODUCTION

Everything we read constructs us, makes us who we are, by presenting our image of ourselves as girls and women, as boys and men (Fox, 1993).

Gender identity is one of the fundamental developments during childhood. Gender is not something innate but is acquired by through varied external stimuli. Gender differences are pointed out and gender roles are forced on children right from their early life until they adapt themselves in the desired stereotypical roles expected by society. Children are constructed to become girls and boys, women and men, much under the confined boundaries of heterosexuality and behave in a manner appropriate to their gender. Children are very often guided to adopt gender appropriate behaviour and stay within the framework of either masculinity or femininity. The roles adopted by beings are simply not result of sexuality but are structured through societal interactions in the form of parents, friends, media and other means. Through these social interactions, the children become constituted as boys and girls and exhibit gender stereotype behaviour which is desired by the society. Children's literature is one of the chief vehicles contributing to development of gender identity in children.

Literature has been used as a tool to promote prescribed gender roles for children.

Much emphasis is today given to the way in which gender is addressed in books for children. This has led to the analysis of gender in children's literature which has impact on the cognitive and emotional growth of a child. As the characters portrayed in children's literature are ideals for children, these characters come under scanner. The books and characters in children's literature guide and influence the thought and action processes of children. They learn and construct their gender identities through the reading of children's literature. As noted by the developmental psychologist Jerome Kagan, "By the time he is seven he is intensely committed to molding his behavior in concordance with cultural standards appropriate to his biological sex (1962)" (Hillman, 1974). Childhood is the time when children are involved in the process of gathering and assimilating information from external stimuli. Children's books not only play a vital role in enhancement of language skills but also "play a significant part in transmitting a society's culture. Without question, children develop gender-role identities during their early years, and one factor that influences this identity is the literature that children read or is read to them (Allen et al., 1993)" (Tsao,

2008). The reading of children's literature provides entry of the child into the cultural domain and the child relates situations, develops opinions and identifies oneself with the characters that display diverse behaviors in accordance with their gendered roles. Manjari Singh, observes that, "The manner in which genders are represented in children's literature impacts children's attitudes and perceptions of gender-appropriate behavior in society. Sexism in literature can be so insidious that it quietly conditions boys and girls to accept the way they 'see and read the world,' thus reinforcing gender images (Fox, 1993). This reinforcement predisposes children to not question existing social relationships." (Singh, 1998). Thus, literature plays a vital role in the process of gender appropriation for children.

Interdisciplinary Reading of Gender Issues in Children's Literature and the Indian Society

Reading of literature in interdisciplinary context is useful. Bahou notes that "the time has arrived, when one may readily admit to having embraced the interdisciplinary approach without apology and with a firm belief that the extension of the frontiers of knowledge demand it" (Bahou, 1961). The sociology of literature which "focuses its attention upon the relation between a literary work and the social structure in which it is created" is "very useful to understand the socioeconomic situations, political issues, the world view and creativity of the writers, the system of the social and political organizations, the relations between certain thoughts and cultural configurations in which they occur and determinants of a literary work" (Jadhav, 2015). The social sciences reveal the data, facts and figures pertaining to a phenomenon, and literature provides an elaborate understanding of the phenomenon on a deeper cultural, philosophical and psychological levels. It brings to surface those realities which cannot be captured by raw data. Jadhav notes that "Sociology as an independent discipline of social science emerged only around the middle of the eighteenth century. Prior to the middle of the eighteenth century, the study of society was dominated by social philosophers rather than social scientists" (Jadhav, 2015). So, literature is an important social document that helps in understanding and interpreting a complex social phenomenon to gain deeper insight.

Through the fictional tales, literature reflects the social beliefs, customs and morals of a particular society at a specific time-period. As Epstein notes, "it is commonplace for literary writers to use fiction and narrative to convey their strong dissatisfaction with the present social, economic, or political order" (Epstein, 2002). So, fictional writing can be used as a corrective device for rigid social ideologies and its problems.

Faces in the Water is one such narrative which deals with the gender issue of female infanticide in the Indian society where females are victimized in one form or another. It aids to analyse the societal implications of the issue and its gender representation in children's literary text. The study of this issue encourages viewing gender as being an extensive concept and challenges the traditional, conservative societal expectations about gender roles.

Overview of *Faces in the Water*

Faces in the Water is a fictional story based on female infanticide. It addresses the much prevalent social issue of preference for a male child in the Indian society. Such mentality leads to heinous social evils like female infanticide and grave injustice towards girls.

The narrative reveals the life of the Diwanchand family which is affluent and prosperous and is extremely proud of two things. The first is that they have had only sons in their family and the second is that none of their family members have ever fallen sick. But a sense of dark secret surrounds the ancestral farmhouse which the family owns. There are two aspects connected with this ancestral house. One is that all the children of their family are born in their ancestral farmhouse which is very unusual in today's times when children are given birth at hospitals and second is that, that the family believes the waters of a well in their ancestral house has magical properties which is responsible for their good health and for having only sons in their lineage.

When their house in Delhi is shut because of renovations, the young 15-year old Gurmeet popularly known as Gurmi, who is the only son of one of the Diwanchand brothers, gets a chance to spend a few days in their ancestral house. The mystery behind the proud tradition of the unbroken chain of Diwanchand family's son progeny unearths before him when he finds out from the three girl faces in the water that they are his sisters. They disclose to him that all three of them along with Gurmi's five other cousin sisters were girls. These girls have now taken the form of good spirits, who purify the waters of the well to keep the family healthy and render it with such magical properties, that none of the family members ever fall sick. He feels disgusted at the thought, that the family after committing such a villainous crime of drowning girl children into the well, continue drinking the waters of the same well.

Rendering the narrative with the elements of magic and fantasy, Ranjit Lal artistically portrays the joy and happiness which would have been the part and parcel of Diwanchand family, if the girls in the family would have been alive. But a dark twist in the narrative comes as Gurmi is faced not only with the problem of making the elders of

his family realize their wrong ways and drive them out from their taste of male-child obsession, but also to prevent the Diwanchands from committing yet another heinous crime. Gurmi soon learns that his mother is pregnant and as per the tradition of the Diwanchands the new born has to be a male child. He fears the fate of the unborn if the child was to be a female. His fears come true and Gurmi finds out that his mother has delivered twin sisters. He finally resolves and takes upon himself to protect his little sisters under all circumstances. He fights all odds to lower himself into the well and catches the little ones as the family attempts to drown the babies. He emerges as the hero, becoming the savior of the babies and faces his family firmly. He questions about the new-borns and when his family tries to lie to him, he confronts them and makes them realize their mistake. Finally, a transformation comes over the father who declares that he would keep the new born girls and break the family tradition. In fact a great transformation comes over the Diwanchands as both of Gurmi's uncles leave their share of their ancestral house, which is converted by Gurmi's father into a shelter home with school for female orphans. Thus the story ends, rendering an important twist to the tale by giving it a happy ending, and a significant message to the reader.

The Issue of Female Infanticide

The status of Indian women in the society is difficult to explain as on the one hand a woman is given the status of being a 'Devi' or 'Goddess' and on the other hand she is considered a secondary being born at the mercy of men. Women in the Indian society are treated differently by varied communities and caste groups. In such a grim scenario, women do not know where they stand and a selected section of the society considers them as a liability and a commodity. The progressive society tries to strike a balance and deal with the problems concerning women through social reforms. However, women continue to be harassed in one way or another and treated to be less born in a male dominated society.

One form of harassment is the act of female infanticide which is "a deliberate and intentional act of killing a female child within one year of its birth either directly by using poisonous organic and inorganic chemicals or indirectly by deliberate neglect to feed the infant by either one of the parents or other family members or neighbours or by the midwife" (Tandon and Sharma, 2006). There are many sociological and psychological aspects involved in the escalation of the problem of female infanticide which continues to be a social menace.

Despite being utterly barbaric, the act of female infanticide is able to get social approval. As defined by Rashmi Kapoor, female infanticide is, "an act of killing

newborn female babies" and notes that people freely practice such heinous crimes like female foeticide and female infanticide "as it has socio-cultural and religious justifications" (Kapoor, 2007).

Indian Societal Factors contributing to Female Infanticide

There are a number of reasons associated with social, cultural and economic aspects that heighten female discrimination in the Indian context. In the Indian society, one of the major factor contributing towards a biased attitude towards female is the "preference for a son over a daughter" (Kapoor, 2007). "The reasons for such an attitude are more a result of socialization process of traditional social expectations and appropriate social behaviours and not a consequence of individual choice" (Kapoor, 2007). In *Faces in the Water*, the Diwanchand family displays a similar attitude, where the family is burdened to keep up their tradition of male birth. They feel threatened by the attitude of society, if they broke their family tradition and allowed the birth of females. Gurmi's uncle Balvinder tries to convince Gurmi's father to drown the twin girls:

" 'If Sushmaji has had girls again...the great Diwanchand tradition must be kept on ...' 'What poor girls? And what are you saying? What will people say? We can't have girls in this family. We've never had girls in this family. We'll be laughing stock of society. How will we hold our heads up to them?'" (*Faces in the Water*, 2010).

In the Indian society, a male heir is regarded as vital to safeguard the family property within the family. As Kapoor notes, "Girls can inherit family property but then the rights pass from their natal family to her family of procreation, which may not be acceptable to many people." (Kapoor, 2007). A true picture of property inheritance is drawn when young Gurmi speaks in an unconsciously biased manner about his ancestral house property, "Our bedrooms were along the 'Left Wing', the bedrooms on the 'Right Wing' and 'Rear Wing' belonged to my two uncles and their families." (*Faces in the Water*, 2010). Here it becomes clear that only males are the owners in property and that might have been one of the reason why the family never wanted females.

There are economic reasons also associated with the desire for sons as females are placed in an "economically expensive category" (Patel, 2007). In the Indian scenario, it is seen that maintenance of girls is costly

as there is demand of large dowries and fairly high expectations for marriage of girls as compared to boys. As Alpana D. Sagar notes, "Norms of dowry further devalue women and the female child is considered an economic drain on her family" (Sagar, 2007). Also, "Families that are well-off and do not have to depend on dowry to augment their income are also opting for female foeticide. The real reason seems to be the high status of families with several sons and the low status of families with no sons" (Bose, 2007). *Faces in the Water*, shows both these facts reflecting on the mentality of an Indian family. When Gurmi's mother shares her desire that she wished that they had kept their earlier born daughters, Surinder aunty silences her:

'Don't talk like that. Why do you think we are so respected and envied in the community? We have such a reputation to protect. Everyone looks up to us, like we were royalty. It's a matter of great pride and the family's honour. Besides, think of the amount of money that has been saved.' (*Faces in the Water*, 2010).

When, even for the rich families such as that of Diwanchands, a female child is a liability in the view of dowry and marriage, then for a poor family, raising a female child is even more challenging. Leela Visaria in her discussion with women in Gujarat and Haryana reveals that, "The menace not of dowry system, but of lifelong presents that have to be given to the girls from the day she marries to her death and also to her children, was a strong deterrent to having girls" (Visaria, 2007).

Thus, female discrimination is prevalent at all levels in the Indian society. Tulsi Patel rightly notes, "neither education nor affluence have brought about any significant change in attitudes towards women." (Patel, 2007). This is well reflected when an affluent and educated family like Diwanchand is involved in an act of female infanticide. The family is rich, and Surinder aunty is shown to be an educated lady, a professional gynaecologist, who goes to the extent of drowning female children in a well to maintain the family tradition of male progeny. This shows that the relationship between development and favourable sex ratio is still questionable. Thus, female discrimination takes place, "not only in poorer communities but also in populations where women have taken the education, employment and have achieved considerable social status" (Sekher and Hatti, 2010).

In patriarchal social structures, "women derive value and status only as mothers of sons. Then happiness

and social status in the conjugal homes is dependent on producing sons" (Patel, 2007). In *Faces in the Water*, Gurmi's mother is unable to procure a good reputation in her family as she gives birth to girls which the father regards as below status. He in fact blames Gurmi's mother and yells at her. " 'He yelled at Mama and blamed her. He shouted at her that only one out of four of her kids was a son and what a matter of shame that was. And that he couldn't believe that of a Diwanchand ...Just forget it.'" (*Faces in the Water*, 2010). Thus, it is a general attitude in the Indian families that there are celebrations at the birth of boys and status of a woman rises. But when a woman gives birth to females, "there is gloom, no celebrations, no gifts and the image of the woman suffers badly" (Bose, 2007).

It is generally found that women have no say in the decision making process about children. Leela Visaria in her interviews with women finds that, "The decision to abort a female foetus was almost entirely that of their husbands and/ or mother-in-law". (Visaria, 2007). In *Faces in the Water*, too Ranjit Lal rightly goes on to show that Gurmi's mother cannot take any decision about keeping her daughters. In fact, even after delivery of the male child Gurmi, she is forced to do away with her next child as she is a female. The father and Surinder aunty are the decision makers in the whole process which the mother helplessly had to accept. As Nandini details, "But no! Surinder aunty virtually threw the poor little thing down. This time we could hear Mama weeping." (*Faces in the Water*, 2010).

Another explanation for the son preference in Indian society is described to the notion that a son will "provide an economic support and security in the old age of parents. Sons are expected to stay with the family forever and help them in their twilight years" (Kapoor 234). "In India, a majority of old parents live with married children, who, to an overwhelming majority are sons" (Sekher and Hatti, 2010). This viewpoint of a traditional Indian family is reflected in the narrative. Gurmi's aunt Surinder tries to corrupt his mind with typical patriarchal ideas: "They [girls] are quite useless and then you have to get them married and all that nakhra and expense... And who will look after us when we're old? Our fine, sturdy sons of course! Daughters...nah...not for us Diwanchands ...other people can have them, haina?" (*Faces in the Water*, 2010). Thus, apart from economic reasons, the expectations from sons is more and girls are regarded to be "paraya dhan" who would marry and go to their in-laws and so cannot be expected to look after their own parents in their declining years.

Prevention of Female Infanticide and Foeticide

The practice of female infanticide has been continuing since centuries. The issue of female infanticide

first came to be noticed by the British officials in 1789. The issue surfaced “in several districts of Rajasthan; along the western shores in Gujarat – Surat and Kutch; and among a clan of Rajputs in eastern part of Uttar Pradesh” (Tandon and Sharma 2006). It is “reported that female infanticide was so widespread in Jadeja (Rajput) families of Kutch and Saurashtra that only five of such families were found who had not killed their ‘new-born’ daughters” (Tandon and Sharma 2006). According to researcher Basumatary “much occurrence of female infanticide during the 18th and 19th centuries CE existed in the north west of India, but later, it widely scattered into regions of India” (Basumatary, 2015). Due to the efforts of enlightened Indians and the British officials to curb the social evil, “a regulation popularly known as Bengal Regulation XXI of 1795 was legislated firstly, declaring infanticide as illegal which is equivalent to committing a murder. Besides this, after a few years in 1804, one more regulation known as Regulation III of 1804 was enacted in India. By this regulation, the systematic killing of female infant was declared as a crime and those people who indulged in it were treated as criminals and punished severely”. (Basumatry, 2015). Later, a legislative act to prevent the murder of female infants was passed in British India known as the Female Infanticide Prevention Act, 1870. “The Section 7 of this Act declared that it was initially applicable only to the territories of Oudh, North-Western Provinces and Punjab, but the Act authorized the Governor General to extend the law to any other district or province of the British Raj at his discretion” (Wikipedia). With the advent of technology and innovations in medical science, the age-old practices of female infanticide are now replaced by practices of sex-selective abortion or female foeticide. Kapoor defines it as, “Foeticide is the practice in which the sex of the foetus is determined with the help of ultrasound, scans and in-vitro sex testing and the foetus is killed through abortion. Female foeticide is, when with the help of medical technology, the sex of the foetus is determined and, if found to be female, aborted” (Kapoor, 2007).

Until 1970 the provisions contained in the Indian Penal Code (IPC) governed the law on abortion, were very much liberal and framed with good intentions. But with the easy provision of screening technologies available, these laws came to be misused and the female fetuses began to be aborted in large numbers. To prevent this, the Government of India passed the Pre-natal Diagnostic Techniques Act (PNDT) in 1994 which prohibited the determination of sex of the foetus. “This law was further amended into the Pre-Conception and Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse) (PCPNDT) Act in 2004” (Wikipedia) for prosecuting persons engaged in sex selective abortions and sex determination. However, despite these laws, the practice of selective sex abortions continues

illegally. Despite the ban on sex determination tests, the services are available making parents the consumers of the new technology of ultrasound which allows them to choose and bear sons. (Visaria, 2007). The reference of this illegal practice of sex determination is also found in *Faces in the Water*. Surinder aunty who is also a gynaecologist herself, is involved in illegal sex determination. She says, “‘I can’t do the tests any more – the stupid police are keeping a very close watch on my clinic. They’ve become very suspicious. I was almost arrested when they sent a decoy customer. They’ve raided and sealed a lot of equipment – I can hardly work any more, or do any tests on my patients. They just want any excuse to shut it down’” (*Faces in the Water*, 2010).

This reflects a hope that the scenario is gradually changing towards curbing sex screening. However, the problem of female foeticide can end only when the mindset of the society changes and when the status of women in society is enhanced. *Faces in the Water* offers the same solution, where through the prompt action of Gurmi and the efforts of the sisters in the well, the Diwanchand family comes to realize the consequences of the crimes they have been committing in the past. They realize that they have lost the sweetness from their lives and that their lives would have been happier and blissful had they kept their daughters. This realization transforms them to change their ways and Gurmi’s father converts their ancestral house into “a home and school for abandoned baby girls” (*Faces in the Water*, 2010). Even Surinder aunty, who is repentant about her misconduct, shuts down her clinic to take charge of the shelter home where she is adored by the little girls who “call her ‘dadi’” (*Faces in the Water*, 2010). This shows that there is still light at the end of the tunnel and that the society around us can change if collective efforts are put in.

CONCLUSION: CHILDREN AS READERS OF NARRATIVES WITH CRITICAL ISSUES

The presence of problem novels or narratives with critical issues is not something novel. They have been in existence since long. However, this reality fiction with dark themes is nowadays expanding its readership rapidly by dispersion into the genre of children’s literature and young adult literature. “Teens are not afraid to analyze the world around them, and are often more open to reading about tougher subjects than adults give them credit for. Many of them are looking to liberate themselves from popular young adult trends, looking for topics that are relevant to their lives and the society that they are observing.” (Marchello, 2015). But the presence of critical issues in children’s literature is debatable. Adults are

anxious that these narratives badly influence the impressionable minds. They worry that these intense stories may damage the delicate minds as they are unfit to handle grave subject matters. They bemoan that these dark issues dealing with violence, rape, sexual abuse, suicide, depression, sex, drugs and other social problems may provoke unacceptable copycat behavior in children and spoil their habits as they will tend to become what they read.

However, many counter arguments can be made in support of the prevalence of tougher topics in children's fiction. Diana Hodge is of the view that "discussing life's tougher issues is not in itself pessimistic or disheartening" (Hogde, 2016). These narratives with serious themes not just provide the readers with the experiences of anguish, melancholy and loss but on the contrary prepare the children to face the traumatic events boldly. In fact, the serious themes addressed in children's literature, brings focus on these grave issues prevalent in our society and children many a time relate to the personal and social problems faced by the child protagonists in the narratives. It provides them an opportunity to share their own experiences and gather courage to overcome the obstacles, develop understanding and gain comfort and hope. Today fiction portraying dark themes of drug addiction, rape, violence, blackmailing and bullying is becoming increasingly popular among children and young adults because these are experiences that they can connect with in their everyday lives.

Also some adults worry that young readers tend to imitate behavior from these problem narratives. But then again this idea that children would indulge in risky behaviours is fanciful and lacks evidence. Adults themselves guide children to read newspapers and such other material which too depicts reality and address a number of serious issues. So, one can say that the presence of critical issues in children's literature helps them to cultivate an understanding of tougher subjects and thus creates an awareness to cope up with real life problems, boldly in the long run.

When children are introduced to literature subverting gender stereotypes in context of career aspirations, gender roles, sexuality, attitude and behaviour, power relations and decision making, skills and talents considered typical to boys and girls etc., it leads them to an awareness that gender is constructed and is not natural or inborn. They begin to challenge their preconceived notions of gender and thus become non-gendered. When narratives with gender issues form a part of curriculum, it is essential for educators to point out gender-bias, if any, in the narrative, so that children do not form stereotypes. Moreover, literature that is more inclusive in terms of

gender roles and sexuality should be a part of curriculum which could lead to the construction of a more egalitarian society.

Thus, the prevalence of the serious gender issue of female infanticide in the select realistic narrative provides an opportunity to the young minds to analyze the society we live in. It serves to be an eye opener as it portrays the harsh realities related to girls who suffer gender discrimination and abuse in diverse ways. The narratives like *Faces in the Water* can be adopted for classroom reading to make the children aware about gender issues. It can also aid them to get clarity regarding the laws and provisions available to deal with these issues. The study of the narrative thus, sheds light on various other social problems connected with gender and helps to assess the socio-cultural scenario in which they live and learn.

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Decolonization through Spoken Word Poetry: A Postcolonial Analysis of Emi Mahmoud and Safia Elhillo's poetry

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Received: 18 Oct 2022; Received in revised form: 07 Nov 2022; Accepted: 13 Nov 2022; Available online: 17 Nov 2022

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Abstract— Hip Hop has been a cultural wave creating and modifying the revolution started in the 1970s by Black people against systemic oppression, and while it manifests itself as a commodified narrativization against racism, sexism and other equally troublesome oppressive ideologies, it becomes a site for change through ethnographic performativity. Spoken Word poets have used this tool to bring marginal narratives to the center and challenge the heteropatriarchal lens, misogynoir and racist practices all around the world. Spoken word poetry has not been researched analytically or theoretically much previously, and even when it was, the research and statistics were limited to the technical aspects of performance. This paper deals with the idea of culture being a site for performance, and simultaneously performance being the action that precedes stereotypes and false representations of marginalized cultures throughout the global north. The spoken word poets use the stage as a liminal space for a multiplicity of cultures to thrive, and challenge the oppressive tools, including that of language, clothing, and voice used by mainstream cultures to oppress the said communities, and normalize their own traditions and morals. The paper reveals the performative tactics used by spoken word poets in order to deinstitutionalize systems of power, and establish a counter narrative of their own as a form of revolution.

Keywords— Culture, Decolonisation, Language, Liminal space, Performance, Spoken Word.

I. INTRODUCTION

“What the map cuts up, the story cuts across.”

- Sarah Richards

Richards extends her comparison between the map and the story to cater to the “transgressive travel between two different domains of knowledge: one official, objective, and abstract - the map; the other one practical, embodied, and popular - the story” (Conquergood 2002). The Hip Hop discourse began somewhat around 1973, as a medium of celebration of the Black culture, and a revolution brought about by artistic, performative and intellectual resistance to racism, colonialism, capitalism, and patriarchy. This paper divulges into the subgenre of spoken word poetry within the larger domain of Hip Hop literature, and a thorough study on the same with reference to postcolonial studies, feminist

studies, performance studies and cultural studies, which further narrow down in terms of feminist studies and performance studies to offer more specific areas like that of the performativity in Black Islamic feminism. Hip Hop as an academic discipline aims to bring the narratives of the margins to the light, and initiate a discussion to critique and analyze the need for the same. The topic of research for this paper is the visual narrativization of people of color through a thorough analysis of spoken word poetry, the stage technicalities and how the poems either give in or defy the male gaze through the ethnographic performativity of the poets. This is used to destabilize the established power structure and introduce performativity in literary practices to further necessitate the layers of identities that affect the overall narrative of a community.

Anthony Keith Jr. and Crystal Leigh Endsley explore the scope in Hip Hop Literature in their essay *Knowledge of Self: Possibilities for Spoken Word Poetry, Hip Hop Pedagogy, and "Blackout Poetic Transcription" in Critical Qualitative Research*. The essay builds on an argument necessary to understand the areas of study of this dissertation, wherein spoken word poetry functions as an anti-racist and decolonizing research method that disrupts mainstream, traditional pedagogies and methodologies (Keith 2020). This paper aims at analyzing spoken word poets through their manipulation of language, gestures and images to assert a discourse with a purpose of the destabilization of power through the voices raised by minorities. As a consequence, the relationship between spoken word poetry and Hip Hop culture is brought to the forefront, which revolves around the historical evolutions of the same. Spoken word poetry is a sub-branch of emceeing, which is one of the five branches of Hip Hop along with graffiti writing, deejaying, break dancing and knowledge, insinuating the presence of people of color who are both, producing and consuming knowledge.

Another significant topic of study is the role of spoken word poetry in virtual spaces as is discussed by Durham, Cooper and Morris in their essay *The Stage Hip Hop Feminism Built - A New Directions Essay*, wherein they elaborate on the practical supplementation of hip-hop feminism in virtual spaces like YouTube, Instagram and other mainstream or conspicuous sites that offer a space to artists. According to the essay, this digital presence proves the relevance of Hip Hop culture, while also democratizing the creation and promoting open dialogues about issues that pertain to people of color (Durham 2003). Hip Hop Literature has been discussed and researched time and again, however it lacks a thorough study into the politics of and created by spoken word poetry, an art form that does not offer the commodification of Hip Hop as much as the other elements.

1.1 Primary Texts

The research is based on two Sudanese American spoken word artists who also identify as women of color, and three of each of their works are taken up to understand how hip hop culture in general is a mode of revolution. The spoken word poets and the specific texts chosen are discussed below:

1. Emi Mahmoud - Emtithal 'Emi' Mahmoud is a Sudanese-American slam poet who vicariously raises her voice and works towards issues concerning feminism, refugees and cultural oppression on various levels.
 - a. *The Bride* by Emi Mahmoud is a strongly narrativized poem that discusses issues

like dowry exchange, child marriage and the legalities of the institution of marriage. It is a third person narrative which substantially focuses on presenting a narrative but not overstepping the invisible line between the victim and the narrator.

- b. *For Anyone who Feels Alone out there* by Emi Mahmoud is a spoken word poem about her culture's death at the cost of westernization. She uses metaphors to emphasize on the current changing scenario in so many third world countries, wherein people intentionally choose western products over the cultural artifacts in the pretense of civilization, development and power hierarchies.
 - c. *How to Translate a Joke?* by Emi Mahmoud is the dissection of a sexist joke that puts into words the experiences of being a woman of color, which connotes the revolution that the hip hop culture seeks through new age literary practices like that of stand ups or spoken words. Emi Mahmoud uses her voice to enunciate the issue of violence as a universal problem instead of a third world issue for women who feel equally unsafe in the global north as they do in the global south.
2. Safia Elhillo - Safia Elhillo is yet another Sudanese-American spoken word artist who has performed concerning issues like that of race and patriarchy. She is also a woman of color and her subjectivity towards the same offers a first person perspective of decolonization through literary devices.
 - a. *Alien Suite* by Safia Elhillo begins with a recital in Arabic and her translation emphasizes on the duality of language, on the ambiguity that accompanies translation. She uses language, here Arabic and English, to discuss the unfortunate events, or more accurately hate crimes committed against minorities, in her case the Sudanese diaspora.
 - b. *Self Portrait with a Yellow Sundress* by Safia Elhillo is a powerful piece on what it means to be living in a country that never entirely accepts her, a country that offers her people more funerals than

moments she felt alive. She brings in the binaries of colors to elaborate on life and death, and she does so by using colors like black and yellow, and her own miniscule revolt of wearing yellow in a country that couldn't care less if she died.

- c. *To Make Use of Water* by Safia Elhillo is yet another example of a spoken word poem that discusses language for people who immigrate to the USA, turning the narrative into a 'before' and 'after'. She uses this to emphasize on the recognition of home and on the act of leaving behind a culture to accept a new one, an exile that one carries within themselves as a consequence of migration.

1.2 Thesis Statement

Women of color in spoken word poetry challenge and transform power structures and cultural practices outside of a heteropatriarchal lens by challenging misogyny, respectability politics and mandated heterosexuality in literary works. The narratives thus, aim at decolonizing the minds of the producer as well as the consumer of the text through the manipulation of language, voice, gestures and the overall performance of the spoken word artist.

1.3 Research Objectives

The objectives of this research are

1. To have a thorough understanding of the relationship between performative acts and the cultural innuendos they portray through the costumes, body language and gestures, elements unseen in written texts,
2. To understand the academization of the Hip Hop culture without appropriating or necessitating commodification in any way, and
3. To be able to understand the dialogic relationship between Hip Hop and feminism as constitutive categories, therefore leading to an analysis based on creative and intellectual approaches toward Hip Hop culture.

1.4 Significance of the study

The use of performance theories to look into the primary texts chosen, texts written by women of color, is but an efficacious intersectional strategy which helps in necessitating complex identities across academic disciplines. Even though various scholars and researchers have discussed spoken word poetry and hip hop culture at length, there seems to be a dearth of research based on the performative aspect of spoken word. In that sense, spoken

word poetry has three elements that have not been discussed together even though they complement each other, and are sometimes a consequence of each other. The most relevant of these is the fact that it is 'spoken' out loud, which offers a variation of voice alterations, like the words in the poem do for literary theories and the performance can be looked at as a visual narrative. This helps understand a three fold revolution based on what a person has to say, how they say it, and where they say it.

1.5 Limitations of the study

The research is significant in India especially because while most Indian spoken word artists took over the space, the literary practice is still mocked and is subjected to hate on various digital platforms. The study aims at spreading awareness about the literary art form and creating a space where it is given as much importance as any other form of text, along with probing it to become an art form for the mainstream culture where narratives from the margins are performed, celebrated and accessed by a live audience, and millions of people around the world through a digital platform.

1.6 Methodology

Performance studies is a recent but vast academic discipline, discussions regarding which span across theater, movies, music videos, slam poetry and performative acts in everyday life. The discipline intersects with gender, capitalism, caste, race and ethnic performances creating an ever larger scope for research and analysis. The performance theory by Dwight Conquergood in his paper *Performance Studies: Interventions and Radical Research* offers a lens through which spoken word poetry is critically analyzed as both, a dialogic relationship between various cultures and an ethnographic performance that offers liminality to the narrative within the American audience. The "local context" in such experiments "expands to encompass the historical, dynamic, often traumatic, movements of people, ideas, images, commodities, and capital" (Conquergood 2002). This offers a sense of exile to performers that belong to a certain diaspora because there lacks a sense of belonging to the culture they were born in, and the one they were raised in, and in that sense of the word it becomes necessary to analyze the socio-cultural performance they put up on a digital stage.

Conquergood raises the question of credibility that is often associated with written text as an extension of the ideologies of the Western imperialism, and therefore brings to the center subjugated knowledges from the margins that have had but one medium of keeping traditions alive and cultures growing, and that is through orature. These discredited narratives were othered by the Western knowledge because that helped negate, exclude and refuse

to recognize the depressed communities, and that was embarked upon through legitimizing scriptocentricism in all colonies. The written texts controlled the narratives and were sanctioned by the state, and further neglected lived experiences of the marginalized communities by excluding spaces of agency and struggle, thereby failing to credit the clothing, architecture, body languages and silence as a credible source of insight into cultures. The performance theory exhibits "performance as a lens that illuminates the constructed creative, contingent, collaborative dimensions of human communication; knowledge that comes from contemplation and comparison; concentrated attention and contextualization as a way of knowing" (Conquergood 2002).

II. LITERATURE REVIEW

2.1 Cultural Hybridization in Media

The paper *Media Communication and Cultural Hybridization of Digital Society* discusses the use of digital media in constantly refashioning culture, and cultural identities, while simultaneously providing a safe space for the practitioners to express, reinvent and communicate their biases. The ideas Plenković and Mustić present in the paper offer a subversive understanding of a universal shift in the cultural paradigm through media hybridization and globalization. The digital culture derives new contexts of socio-cultural powers by enabling communication through shapes, colors, movements and depths of the visual messages, which in turn amplify the number of interpretations and lends the audience a larger role to play in the critique of the same (Plenković and Mustić 2020). The paper dissects the aspects of visual communication even further by emphasizing the various components that influence the meaning making of the message; the terms being information, communication, media, communication science and public.

The primary texts, even though are performed for a live audience, are picked from an over the top (OTT) platform that is Youtube, and thus with the help of a digital medium, create a social dichotomy, if not a hierarchy. The digital medium offers a space for the migrant Sudanese American poets, Emi Mahmoud and Safia Elhillo to narrativize their experiences, to relocate their cultural roots in a space beyond transnational borders, and to advocate for the decentralization of cultural norms through audio-visual reiteration of their socio-political experiences. These visual dimensions are also discussed in Richard Brock's paper *Framing Theory: Toward an Ekphrastic Postcolonial Methodology*, where arguments based on the spatiality and the temporality of an event diversify the scholarship within postcolonial studies. The area of study is anatomized

through the very basic element of any visual experience which is the frame. The frame, which the author also refers to as the frozen moment within a series of frames in motion that amount to a narrative, is in itself a complete and interpretable organization of elements that further connect with similar other frames to establish a temporal sequence.

This frame is what Brock calls an isolated spatially constituted entity that functions in a temporal arena. He brings in the ideas of Bhabha to explain how both modernity and postmodernity are created from the loci instead of the center of any cultural perspective, thereby creating a cultural space from outside the already existing binary with borderline experiences (Brock 2011). The authors in these spaces exhibit their sociopolitical norms, material conditions, customs, practices and discourses through borders and spaces that are both subversive and yet, culturally specific to their hybrid identities. Emi Mahmoud and Safia Elhillo are poets who have migrated from the Global South to one of the superpowers in the world, and while they drew cultural roots from Sudan, they also inculcated values from the culture of the host country that is America. They are neither entirely Sudanese, nor American, but are placed in America within a temporal realm that pushes them towards the margins of the society.

While speaking of cultural modification as a product of hybridization, it might be useful to consider the ideas presented in the paper *The World in Dress: Anthropological Perspectives on Clothing, Fashion, and Culture* by Karen Tranberg Hansen, where the author redirects the notion of culture being the societal interpretations of events and patches to culture being created through agency, practice and performance. The idea is to draw experiences and agency from the margins instead of the stereotypical center of any cultural practice or expression, in order to understand visual spaces as cultural representations of a borderless world. These ideas are brought up time and again to insinuate that culture is more than celebratory practices, the food eaten and the collective discourse that is often discussed; culture is the agential celebration of identities via isolated choices made by individuals. While agency is brought to the forefront, one of the most important aspects of any cultural expression becomes the choice in clothes, or the fashion a person chooses to exhibit.

Dresses have always been constantly modified as and when they were introduced to contradictory cultures, thereby interacting with Western ideals of beauty and the commercial fashion system. Among other things, hyper communication via digital spaces and visual consumption of media have broken conventional fashion boundaries, and expressed a concern towards the individualistic celebration

of bodily expression. The reason why fashion is so widely discussed is because clothes participate in a dual function of both touching the body, and still being presented to the outside world, which is why they are closely associated with identities because they are the social skins people consciously decide to wear. This is why Emi Mahmoud's choice to wear Hijab transcends her identity as a Sudanese American Muslim woman, and Safia Elhillo's Western clothing does not disqualify her religious beliefs, and nor does it mean the erasure of her African roots.

While Hijab has been and is still a topic of discussion and debate for privileged men all across the globe, a deeper understanding of the anthropological fashion choices suggest that it is now seen as an object and symbol of Islamic consciousness and activism, where the veiling does not necessarily mean oppression. The act of veiling expands the critical distance between the practices people took part in in the past and the ones that happened in the present, so as to allow women to refashion their images and ideologies regarding modern Islamic womanhood (Hansen 2004). However, the world is yet to recover from the Western colonialism of fashion that succumbs the growth of any creative aspirations and renders no value to subversions from the traditional clothing of women. *Fashion: Style, Identity and Meaning* by Fiona Anderson navigates the trajectory of this collective Western fashion consciousness, and draws parallels between fashion and cultural inhibitions of the Global South.

Fashion is constantly engaging with intersectional identities like that of class, caste, gender, race, sexuality, age and nationality, while simultaneously, on a more individual level expressing personal moods, and emotions. While people collectively associate clothing with a culture through social adaptation, it is also viewed on an individual level where differences within a common fashion article is what sets one apart from the crowd. Fashion allows the consumer to not only mark the margins, but to cross over to the other side of the periphery where dichotomies and stereotypes are discarded; for example unisex clothes like t-shirts, jeans, caps and trainers are worn by people of all genders. The only unsettling creative deliberation in this case is the reassertion of gender binaries through hairstyles, makeup and jewelry. Emi Mahmoud and Safia Elhillo have both relocated to the center of any production from the margins, and therefore, their individuality and cultural expression is dependent on their fashion choices.

Fashion in this case is integral to the understanding of constructs like that of gender, race, class and age, and therefore when people beyond the margins declutter already existing notions to break free from such stereotypes, a decolonization of sorts is inevitable. Emi

Mahmoud, as is reiterated time and again, uses Hijab in contradiction to the primary ideas discussed in this essay, wherein Hijab, a veil does not necessarily cover her face, instead it deliberates her construction of the self in accordance with and simultaneously against the conventional Islamic way of draping the cloth. While it seems like a subconscious, or even a mindless decision, it speaks volumes about the ideologies that fuel her performances, the didactic insinuations and the informal shift to ethnic dialects which may or may not incur the same response as its English translation.

2.2 The Politics of Language

Benjamin Bailey has researched on the implications and the influence of audio-video message delivery through digital spaces in the paper *Interactional Sociolinguistics*. Interactional sociolinguistics, as the term suggests, is the discourse analysis of interactions in order to establish a socio-cultural context through previously recorded videos, while critically analyzing inferences, detonations and syntax contributed in the given communicative process. The idea is to interpret or make meaning of the use of dialects by members of different ethnic groups in the process of social differentiation through a thorough examination of words, prosody, register shifts and bodily orientations (Bailey 2008). Interactional sociolinguistics seeks for contextualization cues, wherein the semantic content of a text is understood through the relationship between any sentence and the one that precedes it to pave the way for a smooth flow of a thought, and while that makes up for the meaning, it also depends on the sociocultural context of the utterance. While many ethnic groups use the same language for communication, the ways in which they define the metacommunicative moment may differ and thereby, result in intercultural miscommunication (Bailey 2008).

Identity is defined as the social positioning of the individual, or the self in contrast with the other, and this allows the reader or the audience to understand meaning through the words and the performance simultaneously. So, while the words do establish social and cultural identities, there could be other ways for people to perform their gender, ethnicity, or their socioeconomic status. This paper offers a new perspective and a new analytic lens on both, the primary texts, and the performances through which the primary texts are delivered to the audience. Safia Elhillo's poetry uses more sociocultural insinuations through linguistic tools, while also delivering a performance for a set of a presumably monolingual audience. However, the utterances before and after these Arabic terms situate the said term in a clear trajectory of their understanding, thereby reducing the distance between the author, the text and the audience in question. Emi Mahmoud, on the other hand,

resorts to English as the only language. However, her performance allows for a deeper understanding of her gender conformity, ethnic identity and largely so, of her being an Islamic woman narrating the story of almost every girl in Islamic countries.

Safia Elhillo's use and contextualization of two languages for an audience that largely only understands one of them draws inspiration from the power of languages which is also discussed in the paper, *Bicultural Identity, Bilingualism, and Psychological Adjustment in Multicultural Societies: Immigration-based and Globalization based Acculturation*. The idea is to understand acculturation attitudes as assimilation, integration, separation or marginalization. However, all of this leads to thriving bilinguals in a host country, wherein all bilinguals for that matter do not have similar relationships to the country, and therefore their relationship with the host country's language can differ with respect to that. There could be bilinguals who have permanently relocated themselves from one cultural context to another, so these are the people who would have a strong hold over both languages; there could be people who have moved in search for better educational or occupational opportunities for a certain timeframe, and while they would learn the language, their knowledge would be limited to the need of their usage; and there would be people who have another community relocated into their country, so these people would hardly know anything about the language of the immigrants because then it would not be a need but a luxury (Chen, et. al 2008)

Both Safia Elhillo and Emi Mahmoud are bilinguals who identify with and are involved in both the cultures at the same time. While this paper discusses acculturation through assimilation, integration, separation and marginalization, both the poets have integrated both cultures into their lifestyles such that they can pass for both an indigenous person from America and Sudan in terms of their cultural inhibitions. While they participate in the mainstream culture, they simultaneously celebrate their roots, which is also very evident in their poems that use the English language instead of Arabic to suit the target audience, but they discuss issues pertaining to women from the global south or people of color in general. While this paper discusses bilingualism and its causes, *Ethnic Identity and Bilingualism Attitudes* by Hurtado and Gurin takes into consideration the consequences of the linguistic power structure that exists in any country with immigrants or a linguistic diversity. The ability to integrate languages into one's life depends upon their social psychological influences that include structural integration, childhood socialization, and ethnic identity of the said person.

However, political consciousness plays a big role in the adaptation and acculturation abilities of a person, wherein in case of power discontent a relative lack of power of both the Arabic language, in this case, and the influence of Sudanese culture along with the rejection of the legitimacy of their culture results in structural constraints that demand a collective socio-political dissent. Since language paves way for social and class mobility in a political scenario, the Sudanese-American poets or people in general find it restrictive to employ their native language because of the lack of mediums in educational institutions, forming a linguistic barrier between the indigenous people and the immigrants; and considering it is America that is in question, it is a country with a diverse range of immigrants making it almost impossible to focus on any one language in particular. People who knew more than one language hardly attained higher income or more schooling, which implies that it neither promotes nor demotes any ethno-political identity. However, these ideas promote a certain sense of political consciousness in which attitudes pertaining to bilingualism are embedded. The primary texts are not entirely in English paving the way for a more nuanced understanding of the workings of a bilingual intellect in both academic and performative spaces.

Arabic is the native language of both the poets, but even so Safia Elhillo dives deeper into the discussion of how languages and the linguistic power structure affect the overall meaning and influence the meaning making process of the audience. The performances also allow for a structural reading into the gestures, body language, and accessorization that help understand the words in a language that one may have never encountered before. Since the poets are situated in an American socio-political context, the use of English to draw attention to Sudanese issues, or that of colonization and political wars, seems like an exceptional decision. The use of Arabic, or the lack thereof in all the primary texts, is to instill a sense of proximity between the American audience and the people who suffer in the global south through a collective sense of humanity and ethical ideologies, while simultaneously distancing the two putting the audience in a conflicting position, wherein they can acknowledge the damage they as the citizens of the global north do to women in the global south, but they are not in a position to make substantial changes either.

Social Exiles and Language Refugees: The case of Postcolonial Authors by Guerrero-Strachan is another paper that discusses the power structure language creates in a country with people with more than one language of use. The author emphasizes upon the relevance of the English language as the language of colonization, wherein the compulsory enforcement of the same lends a sense of social displacement that further allows people from an ethnicity

and a language to investigate their cultural shifts in their socio-political paradigm. Colonization was accompanied by a foreign cultural system into countries that were absolutely unaware of the Western culture, and within that alien cultural system was a language completely new to the people. Literature and literary figures have time and again used the idea of cultural exile due to the introduction of a foreign culture into a colonized country to understand and emphasize on what was lost instead of what the colonizers had in store for them. The author situates the migration resulting from such a situation as not merely physical, but also metaphorical wherein the person is an exile no matter where he chooses to live; an exile at home because of how fast the culture is integrating and accommodating the Western culture, and abroad because of the physical distance from home (Guerrero-Strachan 2005).

The author then goes on to view this physical and metaphorical distance as something that creates a third space, which was as a term coined and used by Homi Bhabha to mean hybridization that makes culture in itself a place of exile. The meanings and symbols have no validity on their own and lose their cultural fixity due to the inhibition of a third space made by the amalgamation of and the rejection of both the cultures in question. This marked the need for a language that helps escape this permanent sense of exile and narrativize the incidents of immigrants in a way that not only is it accurate and culturally appropriate, but also in a way that it exceeded the horizons of mimicry because this new language was supposed to be more than just that. This language makes oral culture, is remodeled in a fashion that suits the colonized more than the oppressors and is deemed fit to settle on its own idea of inflection. While the third space seems like a cultural accommodation, it rather is a fusion where none of these cultures exist on their own and become a new third culture that also does not imply the deletion of the original cultures; it only means a modification to adjust the two such that it becomes a culture of its own.

Safia Elhillo and Emi Mahmoud become the residents of this third space that is neither Sudanese, nor American, which is to imply that while their content largely discusses Sudanese issues, that does not erase their American roots at all. It can only be seen as a fusion of the English language and the Arabic language to narrativize a story that uses the lens of an American resident to tell the history and the condition of Sudan. The creative liberties that the two poets have used in these texts rely primarily on the use of language which is discussed in *Stylistics and Linguistic Variation in Poetry* by Elena Semino on a surfacial level. The paper discusses poetry and its use in performance, wherein the author provides a major difference between the strict and liberal use of language.

These uses differ to an extent on which they might even need a close conformity to various stylistic and linguistic conventions to offer any originality or creativity (Semino 2002). Safia Elhillo and Emi Mahmoud use various slangs, gestures and liberties in their fashion choices to make up for the liberal use of language; and use the linguistic variations, figures of speeches, comparisons and follow the performative rules as strict use of a language, the language being more than the verbal and written form.

2.3 Decolonization through Spoken Word Poetry

Candice M. Jenkins in her paper *Introduction: Reading Hip Hop Discourse in the Twenty-first Century* elaborates upon hip hop as a cultural phenomenon, and simultaneously as a verbally constructed space that encapsulates a performance such that a literary analysis of the same becomes necessary to decode any discourse around it. As an epistemological understanding of the same, hip hop draws upon institutionalized sexism, racism and misogyny which further offers a language for visualizing Black American consciousness (Jenkins 2013). Jenkins lays emphasis on the idea of the voice, being conceptualized for both, maintaining verbal communication with the audience, and to assert agency over his literal and figurative position in the world through a dialogue with the audience. Hip Hop offers not just the means to present a meaning to the voice, but to voice the meaning that the spoken word artist encompasses within their lyrical poetry. Spoken Word poetry not only has scope for decolonization through the form and structure of the poem, or the narrative content, but it also extends to the writing, the voice, the gestures, the cultural frameworks and the interaction between the script and the audience.

Emi Mahmoud presents narratives that are particular to women in the global south, or Sudan specifically, and to present a culturally and socially accurate description of their condition, she has to use her voice to neither dehumanize the narrative by using the lens of pity, nor hyper visualize it making it feel unreal. Her costume, her intonations, the anger in her voice have a lot more scope for interpretation and a diverse reading than a written narrative would have achieved. Safia Elhillo, on the other hand, constructs a narrative through language in a sense that through her voice modulation and contextualization cues, one can understand the denotative, and sometimes even connotative meaning of the poems. These subversions from a generic use of language, or dressing, or voice expresses cultural resentment and an interplay between the text and the context respectively.

While Jenkins presents an overview of the direction spoken word poetry has taken up recently, Raphael D'abdon and Natalia Molebatsi situate women in the center of the discussion in their paper *Behind the Scenes: An*

Exploration of the Process of Creation, Self Production and Performance in the all Female Spoken Word Poetry show Body of Words. While there is no dearth of female scribes in the field, ranging from performers to publishers, to editor, to educators, and sometimes a combination of the same, women poets from South Africa have not found a safe environment to create art and render their voices valuable in terms of the canon or the literary and cultural movements of the contemporary world. The authors have noted that a lot many South Africans spoken word poets use their bodies as a tool to symbolize the shame that is first imposed on their bodies, and then on to them through their bodies, thereby assigning the body a deeper and a more involved role than merely the performance.

Emi Mahmoud uses a diverse range of rhythmic interweavings in order to shift the focus on to the female body as a means to propagate and situate violence, abuse, inferiority and insignificance. How she uses her body to create more than just poetry is what draws South African poets apart from the rest of the world, because no matter the growth in the discourse, Hip Hop continues to exist as the narrative from the marginalized communities. Safia Elhillo does not necessarily draw attention to her body as a medium of storytelling, however, her attire, her accessories and her body language is one to reclaim agency over a culture that has long forgotten the immigrants that moved to America. The bodies in all these primary texts become a tool to voice narratives from the margin and to keep these narratives interactive and the audiences alert, it is necessary for rhythm and an interactive body language to be thoroughly inculcated into the artform. Javon Johnson in his essay *This is the Slam, Everybody* from the book *Killing Poetry: Blackness and the making of Slam and Spoken Word Communities* brings the Black community to the center of an art form associated primarily with the revolution of Hip Hop they began in the 1970s.

The author discusses various issues pertaining to the negation of an entire community from the artform in a way where white people have a separate stage and black people have another. These separatist practices affect a primary issue that is discussed through the primary texts, which is of space and borders, wherein reclaiming the stage as a space is not enough when Black poets in Chicago are separated from the White ones through a pin code or even more (Johnson 2017). Slam poetry arose during the cultural revolution of the late twentieth century and resurfaced on a large scale after the 9/11 attacks on the World Trade Center, making it a means to deal with complex emotions and about finding a space, a common ground to come together and find emotions that the human race was collectively going through.

Johnson also reiterates the ideas of Bell Hooks, who asserted that boys of color needed a performative stage to develop into men, because this way not only will they mature into adults well equipped to deal with emotions, but it can also offer an outlet for them to express ideas that may have otherwise been pushed under the rug. On a similar note, when women of color, like Mahmoud and Elhillo, use spoken word poetry to narrativize issues that may, on their behalf, need an emotional outlet, they also find a space within the stage and the range of audience to feel emotions that may otherwise feel distant. Since they have migrated to America, their issues as former residents, or the children of people who were former residents of Sudan might get negated because in that given moment, they do not necessarily go through any of it. While Mahmoud's work focuses on Sudanese women and their struggles, Elhillo uses her work to understand struggles faced by immigrants in fitting into a new culture.

Along similar lines of drawing attention to the margins, Rudiger Lohlker's paper *Hip Hop and Islam: An Exploration into Music, Technology, Religion, and Marginality* discusses the premises of the doubly oppressed Islamic Black community. The author highlights the importance of hip hop culture in context with the lack of western influence and any homogenization that occurs when western cultures seek to take over the local heritages. Hip Hop has been confined to the communities in the margins, and that is one reason why the relationship between Islamic Black women and spoken word poetry is necessary to navigate, because it always evolves from the "shunned expressions of disposable people" (Lohlker 2014). The narratives are brought to light through an amalgamation of audio, visual and networks.

According to the author, Islam as a religion lies on the peripheries of the American culture, and therefore is also understood as a religion of resistance, where Black muslim women find it especially hard to become agents of diversifying academic research, delegate issues pertaining to Islamic faith and move to the center of power structures within the hip hop culture. The said power structures and the representation of Black muslim women defines Black muslim womanhood, and therefore experiences of particular groups of women are entirely ignored to situate Black muslim women on the intersection of overly sexualised Black women and the religiously conservative muslim women. Emi Mahmoud and Safia Elhillo are Black women who follow Islam as their primary religion, thereby standing at the conjuncture of a rather complex subject and narrativization.

This is better explained in Tariq Jazeel's paper *Postcolonial Spaces and Identities* wherein one can not

explain Black muslim womanhood without taking into context their postcolonial identities. While the world is divided into the West vs the East, the global north vs the global south, the colonizers vs the colonies, hybrid subjectivities have emerged within imprecise borders and spaces of global culture. The production of geographical knowledge was primary to British imperialism because once the borders were established, it became easier to confine people within fences and shut them out through the same means. When these colonial subjects started migrating to the conformed West, issues like racism and intersectional discrimination came to the front wherein people like Mahmoud and Elhillo were not only from an oppressed gender but an entirely different race too.

Hybridity in these spaces called for a mixture of classes, races, and people with various ethnicities, but a prerequisite for hybridization was the assumption that there was the preexistence of some pure and authentic ethnicities which then mixed to form a third space. This subtle insinuation of hybrid spaces being impure and a culturally new phenomenon pushed people to the margins, wherein targeting spatiality in order to feel superior to other cultures and identities. Through spoken word poetry, Emi Mahmoud and Safia Elhillo are both a part of a hybrid space, and are simultaneously creating a third space for their poetry and narratives to thrive and reach an audience from outside the loci of the circle.

III. CULTURAL HYBRIDIZATION THROUGH DIGITAL MEDIA

In recent years, a universal shift in the cultural paradigm has brought attention to the influence of digital spaces in refashioning culture and cultural identities. While this allows for mobility of ideas, cultures and narratives without any physical movement, it also simultaneously creates a liminal space for cultural hybridization. The digital medium undoubtedly provides accessibility to facts, theories, history, and the scope for the future, and while that is necessary for the human mind to evolve and grow, it must at the same time be introduced to art and autobiographical sketches to evoke a sense of empathy for communities that one cannot physically reach out to. The digital space offers a platform for all communities to come together individually and collectively, to mime their cultural inhibitions and subvert stereotypes associated with them due to a lack of personal intervention; along with that digital media also offers a safe space for the oppressed and colonized to narrativize their experiences in a way not influenced by the state or the authority (Plenković 2020). The liminal spaces created within the larger algorithm of the internet are spaces where counter narratives are born, promoted and accessed by people it is for, people it is

against, and people not entirely a part of the narrative to demarcate the transnational and socio-cultural boundaries.

Safia Elhillo and Emi Mahmoud are Sudanese American spoken word artists who currently advocate for the rights of Sudanese people, and work towards creating awareness about the Sudanese culture and the current political scenario through their art among the people from the Global North. The poets belong to the Sudanese diaspora, and therefore, a majority of their work accentuates the ideas of migration, nationality and the place of women in such a context. Since the Sudanese revolution began in December 2019, both the poets have widely spoken about the said issue and have contextualized a memory for the women in Sudan along with the world wide Sudanese diaspora. The digital spaces, in such a scenario, offer a medium for revolutionary ideas, unfiltered thoughts, firsthand experiences, latest news for Sudanese people not in the country at present, and for art that encapsulates the lives of Sudanese people. While Emi Mahmoud brings to light isolated events that include a set of people, Safia Elhillo emphasizes on the collective memory of a nation, its people and a language in the primary texts chosen for this paper. While the digital medium helps the narrative reach the privileged section of the world that is equipped with technological gadgets and internet, the live performances aimed at the American audience allows for an empathetic attitude to exist for the people of third world countries.

The poets explore cultural politics and transform power structures outside of heteropatriarchal lens through an expression of gender and ethnic identity by their cultural clothing, or the lack of it. The spoken word poems create a third space within the constitutive limitation of a place and its confining boundaries to offer not two cultures, namely the one in their host country and one in their native country but a peaceful fusion of the two within the poets as subjects, and their art. The digital space in itself acts as a liminal space where even though cultural hegemony exists because of who regulates it, and how it is regulated, it also simultaneously advocates for unheard cultural voices from the margins to take the center stage and voice out their concerns and experiences for the digital world; and one of the greatest advantages of this type of a medium is that not only is it easily accessible to everyone with an access to the internet, but that it is also almost impossible to take down something from the internet ever. Once a narrative goes online, it will exist in one form or another in some corner of the digital world, and that is why it is both a bane and boon to human existence.

3.1 Digital Spaces and Culture

With Sudan still struggling as a developing and a politically conflicting ground, a lot of people migrated to the

developed West that had a lot more opportunities to offer them. These opportunities that came as a consequence of migration were not isolated, they accompanied discrimination, racial crimes and alienation; an alienation that was motivated by a political and cultural exile from both, the home and abroad (Guerrero-Strachan 2005). Bhabha calls this the third space where existing signs are appropriated, translated, re-historicized, and read new, thereby making culture in itself a place of exile (Bhabha 36). On a similar note, Dwight Conquergood has redefined liminality in the context of performance studies, wherein it manifests itself in its strongest form as a struggle to live "betwixt and between theory and theatricality, paradigms and practices, critical reflection and creative accomplishment (Conquergood 2002). The idea of digital space as a third space offers another set of liminality between the performer and the consumer, the narrativized culture and the critical reception, and the narrative as a cultural byproduct and English as the medium language.

Emi Mahmoud uses English as the sole language for her spoken word poetry, and while that is the colonizer's language, she raises questions about this 'borrowed language' that is force fed to the immigrants through her poem *For Anyone who Feels Alone out there*. She directs many of her questions towards the then president of the United States of America to reiterate the distance she feels to her country, and also to the one where she lived then.

The narrative is set in a morgue where she goes to identify a body, and through the idea of identity and death, she remembers her country which she only recognizes in photographs, which is another digital medium to keep the culture and identity alive. Contrary to her own country which she migrated from years ago, there is America where people of color are discriminated against; she focuses on the idea of 'families being documented' to identify the need for written proof. This compulsory need for written text to be considered legal and authentic stands as a binary to spoken word, or verbal ideas that were considered subjugated knowledge, the low Other of science (Conquergood 2002).

Emi Mahmoud defines cultural exile in terms of her poetry, wherein her people had to 'escape genocide only to be gunned down in your own home', insinuating that neither her homeland or the land where her home is accepts or welcomes her into the community because she will always be a person of color, an immigrant, a woman, and therefore, the other. The poem also calls out the hypocrisy in American socio-political approach where Mahmoud questions why it is called 'the land of the free when even the dead can't leave', subsequently asserting that transnational boundaries are synonymous to prisons for the migrants. She focuses largely on the discrimination that people of color have to face in the host country, the cultural

bifercations that situate subjects in a social hierarchy, and the need to address the issue in a borrowed language that shifts from being the colonizer's language to the language colonized use to escape oppression by voicing their narratives in a globally accepted language.

Emi Mahmoud's *The Bride* questions and challenges the heteropatriarchal lens that is used to objectify and push women from the third world countries to the absolute margins. The subject in the poem is a seventeen year old bride who is not aware of who her husband will be, or the English language to better communicate her resistance to matrimony. Mahmoud points out how young girls are denied from climbing trees or playing because they could break their hymen which is considered the same as losing virginity, and while women in America may even have kids before marriage, women in the Global South are killed, abused, and banished from the society for not being virgins until their marriage. The construct of virginity, and associating it with purity is a gendered idea that only puts women on spot without biologically understanding the workings of a female body, and when unaware men make decisions about the female body, women are subjected to gendered hate crimes.

The groom is looking for a woman who can 'feed the kids, while he raises them', reducing womanhood to nurturing, being mothers, and having no agency at all. That is also implied when no one in the ceremony knows her name, and Mahmoud calls it 'his wedding' instead of a collective union, which also insinuates that the woman is merely an object of male desire that is used for the progression and betterment of the male lives. Mahmoud also suggests that these practices are what 'fathers taught us through our mother's mouth', implying that while patriarchy benefits men, it is in many situations, if not all, propagated by women because of internalized misogyny, conditioning, and in this case misogynoir. She questions the respectability politics and the heteropatriarchal idea of the institution of marriage in general. She uses the digital space to challenge the culture of her homeland, the socio-cultural ranking of women, and the ignorance of the people towards the Black female consciousness.

Emi Mahmoud claims that 'humor transcends all boundaries', that 'laughter is a language that knows no border' in her poem *How to Translate a Joke?* She suggests that people often use 'offensive' to cover for 'dangerous'; is the racist joke, or the casteist joke, or the sexist joke offensive because it hurts someone's feelings or is it dangerous because it puts down the lives of Black people, Dalit people and women, confining them to a fate full of hate and fear. She claims that these jokes that objectify women leave hardly any room for the victims, because not

only are they only meant to be looked at from the oppressor's or the male gaze, but they are also always spoken using the voice of an abuser. She points out through her reflection of the joke that women have been killed for objecting to men approaching them, there are instances where when a woman threatened a man by law, she was jailed for treason. Through the digital space that she uses as a third space, she puts forth the idea of violence as a universal language to shut women down, because people in America, including her live audience and the digital audience, believe that violence is a third world problem.

However, no matter how many languages she translates the joke into, men always laugh because violence is not confined within boundaries, violence too, like laughter, is a language that knows no borders. She mentions that there are four women in the joke, and none of them speaks, which implies that there is a lack of agency, there is objectification of women, and the joke views women as nothing more than sexual objects that must be courted through persuasion or maybe, force. The digital screen here is focused entirely on Emi Mahmoud, allowing her the space to voice the concerns she has regarding the concerned patriarchal institutions, a space where she is free of performing womanhood, where she speaks 'of' women as victims of humor, a liminal space which she uses to view the offense and reflect upon it, while simultaneously allowing the audience to feel her fear, her anger and her helplessness through her tone, words, and body language.

The digital spaces hone the cultural perceptions, delimit the institutionalized narratives, and challenge the textual knowledge by providing alternative cultural embodiments that speak for themselves, but digital media also allows fake knowledge, and corrupt facts to affect our reception of the same. It is as easy for fake narratives to thrive and influence the audience as for Mahmoud to narrativize the situation of women in third world countries, and these falsified testimonies reduce the credibility of digital spaces, the real facts and the authors presenting them. The poets account for credible sources only and only because of where they perform, and what organization they perform for, and both Emi Mahmoud and Safia Elhillo are associated with Button Poetry, the UN, and have published written text prior to performing these pieces, thereby making their take on their culture appropriate and factual.

3.2 Costumes and the idea of veiling

The primary reason why textual transferring of ideas and knowledge is harmful over a verbal approach is because they do not "excavate space of agency and struggle from everyday performance practices - clothing, gardening, healing, trading, worshiping, architecture and homemaking - to reveal an impressive repertoire of conscious, creative,

critical, contrapuntal responses to the imperialist project that exceeded the verbal" (Conquergood 2002). The major focus, therefore, in these poems is not merely the textual analysis but a thorough reading into their performance of the poem, their gender, and their ethnic or religious identity. Culture is created through agency, practice and performance, and is as a result processual which keeps changing as and when it interacts with another culture. The clothing is of dire importance because it acts like the 'social skin' of a person, which faces the world but while touching the body, and therefore is a reflection of Islamic consciousness of the poets in question (Hansen 2004). Fashion requires a certain uniformity wherein one must wear an acceptable piece of clothing, and yet it must be different for the person to stand out, perform their class, race, gender and other forms of identities (Anderson 2022).

The relationship between studying and doing a performance is integral to understanding how choices in fashion narrate a story in itself too. Emi Mahmoud, in *How to Translate a Joke* and *For Anyone who Feels Alone out there* is wearing the same clothes and accessories, because she performed the pieces and the videos were recorded on the same day. Her headscarf is unlike any other form of veiling seen with Hijab, if at all it can be considered veiling, because only her hair and the head is covered under the cloth. The modern forms of veiling are a symbol of a new found Islamic consciousness and womanhood within the Sudanese diaspora here. The headscarf is accessorized with a golden headpiece that covers her entire forehead, and her black top and gray shrug cover her body on the screen almost entirely, which can be read as an extended metaphor for veiling in the Islamic religion.

On another occasion where Emi Mahmoud recites *The Bride*, she is wearing a black blazer, trousers and a dark colored top with a black hijab that covers her head but not the face. The narrative revolves around the female agency, or the lack of it for women from Sudan who are brought to America to marry unknown men who are twice their age, and therefore it only fits right for her to first, choose how she wants to veil, if she wants to veil at all, and second, give a face and a voice to the said women. Her western outfit and her Islamic traditional veiling create a third space for both the cultures to exist, and fuse in a way, where she is simultaneously performing both, while her narrative questions the ethics of both. This can be read as a political choice made to assert her relation to both the cultures, wherein she can seem progressive as the West defines it, and traditional as her Sudanese roots would want.

Safia Elhillo, on the other hand, was born and brought up in America which reflects in her Western clothing during her performances. Her poem, *Self Portrait*

with a Yellow Dress is one of her early works, where she is young and new to the arena of spoken word poetry. She wore a black collared dress with a neck piece and open hair put to one side of the head. Her posture, gestures and body language clearly indicate that she is nervous, and new to this, while her tone, words and the narrative assert agency and power. One cannot look at her clothing and assume her religion or culture because of her clothing that is inclined to the Western formal style of performance, which also seems like a connection the poet is trying to draw to her American audience. She looks and dresses like one of them, and performs the West in the most visible ways as possible, and yet in her mind, her poem talks about the drastic events taking place in Sudan, reaffirming that migration does not mean replacing a culture, but creating liminality through a fusion of the two cultures.

Alien Suite and *To Make Use of Water* are performed and recorded on the same day when Elhillo wore a white jumpsuit, a black jacket, big hoops in her ears, and a dark black shade of lipstick. Her choice of monochromatic dressing brings seriousness to her narrative, and the rare choice of a black colored lipstick makes her seem bold, assertive and different; a difference in a way where Elhillo breaks the code of uniformity in fashion by standing out. While her Western clothes again make her a part of the larger crowd in the room, her solid colored bold clothing makes her stand out, because in all reality even though she was born in America, she still is Sudanese. The clothing gives the audience a sense of uniformity and her makeup allows for people to see how she does not belong to the crown, how being courageous and independent is compulsorily enforced on women from the first world countries while third world women are considered fragile and in need of protection.

As previously mentioned, clothes become the social skin of a person and have a dual function of meaning something to the skin it touches, and the eyes that see it. Having said that, the limitations of analyzing clothes and accessories is that while a researcher can analyze the colors, clothes, accessories, and makeup individually and as a collective form of expression, one can never really figure out what these fashion choices meant to the person whose skin these clothes were touching, thereby making the analysis based on assumptions and theories rather than the truth or the motive. However, any form of analysis must leave the author out of it, because what is important is not the motive but the impact on the many consumers who read a book or watched a movie or witnessed a spoken word poetry; as Roland Barthes explains in *The Death of the Author* that 'the birth of the reader must be at the cost of the death of the author' (Barthes 2001).

IV. DECOLONIZATION THROUGH SPOKEN WORD POETRY

Spoken word poetry, which comes under the larger domain of Hip Hop Literature, belongs to the margins, and even though it has been used by people not necessarily oppressed, the verbal performances have always been used to impart subjugated knowledge of discrimination, colonization and oppression. These narratives are responsible for providing and necessitating a medium for "conceptualizing Black American subjectivity" along with consciousness associated with colonization (Jenkins 2013). Spoken word poetry aims to bring "hybrid subjectivities, imprecise borders and spaces of global culture" to the front by performing a narrative coming from the margins through a verbal performance, which includes expression through intonations, gestures, body language, and silence (Jazeel 2012). Apart from these the field of spoken word also has scope for decolonization through the form and the structure of the poem, the narrative content, the cultural frameworks, and the dialogue between the script and the audience. The subversions that the poet uses from the academic or formal use of language expresses socio-cultural resentment, and offer a contextual reading into the emotions of the individual rather than of a collective community.

Hip Hop is in itself a culture that stands for revolution, and subversions from the Eurocentric or colonial way of performing arts. Graffiti, rapping, break dancing, and spoken word poetry are cultural interventions to the performative arts, wherein through the visual messages and the performance, the performers aim at redefining history through the voice of the colonized instead of the colonizer. There is a conscious recognition that within a colonized society, women have faced double oppression, if not more because of the intersections of their class, caste or sexuality. Black Muslim women constitute one such category that has been erased or negated from the academic circles, and simultaneously from the Hip Hop discourse, and by having a platform through spoken word poetry, poets like Emi Mahmoud and Safia Elhillo represent and redefine the Black Islamic womanhood (Lohlker 2014). These poets target institutionalized misogyny, racism and sexism through their works, challenging the heteropatriarchal lens used previously to analyze performative arts. Apart from performing as an artist, they also perform their ethnic identities, their religion, their gender and their biases through an audio visual medium.

4.1 Visual Messages and Verbal Performance

Visual Messages or signals overpower any other form of transmission of meaning primarily because the time they take to reach the audience is less, and the colors, positioning, and movement can drastically change the

meaning of the narrative entirely. The basic components of meaning making through visual media include “information, communication, visual communication”, and the audience (Plenkovic 2020). While visual messages have scope for contradicting meanings to exist, verbal performances are revolutionary in their own sense. The idea of scriptocentricism is derived from the Western imperialism, wherein they largely focused on “conscious, creative, critical, contrapuntal responses to the imperialist project that exceeded the verbal”, while simultaneously denying any power to meanings excavated from other spaces of agency and struggle, like the visual or verbal performances (Conquergood 2002).

Emi Mahmoud uses a combination of intonations and body language in her performative piece *How to Translate a Joke*, wherein for the first half she has a smile on her face, and her tone is joyous, even flirtatious while telling the joke. However, she shifts her tone to a more serious one once she calls for attention to how “we call women cows in every language,” and beyond that her tone remains resentful, scared and loud to emphasize on the depth of the narrative. She uses more hand gestures, and she points more fingers in the latter half of the poem, while simultaneously increasing the pace of her performance to draw attention to the urgentness of the issue. She repeats a phrase “she literally dies” towards the end of the poem, and while in the beginning she is coy and shy while saying it suggesting there is a connotative meaning associated to the words, towards the end she says it with a straight face and fear in her tone, making sure the audience knows that there is no symbolic meaning attached to the phrase, instead it means exactly what she says. The verbal performance challenges misogynoir through manipulation of language, voice and gestures of the poet.

In *For Anyone who Feels Alone Out There*, Emi Mahmoud uses more visual messages than she does in any other poem, wherein through the first half of the poem, the poem is fast paced, and filled with a lot of hand gestures. The body language, tone and intonations suggest a lot of resentment towards the condition of immigrants in America, specifically people of color who are othered, legally targeted, and committed hate crimes against. She uses the same anger to narrate her story, acting every line through her hands until she asks, “if you hate it so much, then why are you here?” and the shift in tone is so sudden, that it suggests being interrupted during a rant. After asking the question, she shifts back to her train of thought, but in a suggestive and answering tone, and towards the end when she is talking to the President of America in her poem, she steps back from the mic while saying “Mr. President.” She uses a tone that is begging for answers, one that feels helpless to the audience. The idea of this poem is to narrate

the story of the margin; while the population believes the narrative of the state about refugees and immigrants in America, Mahmoud uses her verbal performance and visual messages to draw attention to the counter narrative that offers a reiteration of the fear and exclusion that people of color live in.

Safia Elhillo's narration in *Self Portrait of a Yellow Dress* is nostalgic, and calm; her tone remains almost constant with rising intonations around the words “die”, “dead in the grounds”, “missing fathers”, “funerals” and words that call for a collective attention from the American listeners to empathize with the Sudanese diaspora in the country. The visual messages and verbal performance in this specific poem bring the audience's attention towards the interplay between text and context, between the script and performance, thereby denying the written word the entire responsibility of meaning making. While she suggests that she is wearing a yellow dress within her poem unlike a black one that she would rather do for a funeral, she is seen wearing a black dress for the performance after all, implying that it is in fact a funeral. The shots have been taken from the diagonal south, bringing her side profile to the front of the screen while the light falls on her hair like sunshine. This holds importance with reference to her poem where she associates yellow with laughter and sunshine, making her the subject of both pain and happiness, making her as human a subject as possible, which contradicts another one of her statements where she calls herself a hole left behind by her ancestors.

In another one of her poems, Safia Elhillo talks of leaving a country, a culture and a language behind and adapting into a new one, but because she is both Sudanese and American, she often forgets the English words for some Sudanese words and vice versa. Throughout the performance, there are three different camera angles used upon her; in the first angle, she is placed the left of the screen, and the rule of two thirds is applied in the visual medium wherein the subject is understood through the absence in the two thirds of the screen, the second angle is a close up which is used for more serious lines like “Safia, Atlantic got your tongue”, or “your blue American passports”, suggesting a distance between the subject and both of the countries she identifies with, and the third shot is the camera zooming in on Safia while she talks about crossing the ocean for safety. When she says the word “safety”, the camera is so far away that she seems really tiny and alone on a huge stage, creating a sense of helplessness, and seriousness in the narrative.

The verbal performances in spoken word poetry bring forward the voices of the oppressed class, and that is not just to narrate their isolated experiences, but to ask for

justice by asking for empathy towards their situation. While written texts offer a collective narrative of a community, the verbal and visual performances can be specific to one person, that is the person who is performing, and the narrative has no moral obligation to be performed in an academic language to be taken seriously. These hybrid spaces that are responsible for creating cultural meanings for the colonizer and the colonized, are accompanied with the preconceived notion that all cultures, races and ethnicities are pure to begin with, and only with hybridization do they fuse with another culture. However, the spoken word artists in question, perform a conflicting ground, wherein they previously do not belong to one culture alone, and the very act of entering this liminal space is an act of decolonization for them, not from the colonizer's but all cultures they let grow inside themselves. This third space exists only for their isolated individual experiences that are derived from the fusion of both cultures, and yet are not confined to any one in particular.

4.2 Orature and Performative Ethnography

The oral tradition is central to the conceptualization of spoken word poetry, and the reason why orature, that was primarily used to transmit subjugated knowledge or the 'other' knowledge, gained momentum is because it became the articulation of a consciousness that belonged to the colonized sections of the world. As a way to deny the Western means to restore rich cultural histories, and reclaim the socio political narratives in the present, the world sensed a need to "shift from informative to performative ethnography," wherein the colonizer's language was localized through the embodiment of silences, body language and gestures in the verbal performances (Conquergood 2002). Garifuna people differentiated between the intellectual and the others through their choice of words they used to refer to them; gapencillitin for 'people with pencil,' and mapencillitin for 'people without pencil,' wherein pencil is symbolic to the political economy of knowledge, literacy and in turn, power (Conquergood 2002). Orature was not only looked down upon but any information transmitted verbally was discredited by the socially privileged people, however people from the margins used this form of performative art to destabilize power structures and bring their cultures towards the center.

Safia Elhillo's performative ethnography is evident in her spoken word poem *Self Portrait with a Yellow Dress*, wherein her words and her performance have contradictory meaning. She claims to be "housed in a body that's black," and she later mentions that "black is for funerals," and while she is dressed in black for her performance, she states that "today I do not dress for a funeral." If one were to read her poem in the printed form,

the irony of the situation would have very well been missed. The contradiction between orature and performance becomes clearer once she states that she is in fact wearing a yellow dress, which radiates happiness and laughter. However, neither is she laughing, or even smiling during her elocution, nor is she dressed in the warm shade of yellow. The reason why she chose a black costume becomes coherent once she talks about her ancestors leaving behind holes in the shapes of black girls and black boys, a culture that exists primarily through absence and the ghosts of what once was. Safia says "today this is my country," insinuating a cultural and transnational shift in paradigm, because the country in question has not always belonged to people of color, and while people like Safia can claim it in the present, they can not afford to escape the burden of what socio-political discriminations their ancestors have had to face.

Safia Elhillo uses both Arabic and English language in *To Make Use of Water*, and through a bilingual narrativization, she performs various ethnic identities and creates a hybrid space for the fusion of the two. Her orature implies a lack of belonging to either of the countries because in various lines she is caught claiming "I want to go home", suggesting she in a exile from her countries because of transnational borders, and "your blue American passports", insinuating that Americans are not her people, with the second person use of 'your' she distances herself from the rest of the population, creating a cultural exile from the land she is living on. Migration results in exile, in the literal and metaphorical sense, wherein the migrants can possibly not escape cultural alienation from either of the countries, making the migrant an exile at home and abroad (Guerrero-Strachan 2005). The inability to recall translations for words she knows in one language, although common for bilinguals, makes her feel distant from both the American and the Sudanese culture, making her a site for a liminal space to exist and manifest.

Emi Mahmoud uses similar references to being the carrier of the third space within her in her poem *For Anyone who Feels Alone out There*. When she talks about Sudan as her homeland, she claims to remember it only through photographs and while she feels alone in America, Sudan is a land of exile for her too. She claims to have escaped genocide to be gunned down in her own house in America for being a person of color, and through these contextual references to the American culture, she performs her racial, religion and gender identity of being a Black muslim woman. The very image of being gunned down in their own home, and families being documented is a synecdoche to their larger identity of being a person of color. These images strike the audience because racist hate crimes are exceptionally common in America, and have been so for the past century. It is nothing less than an irony that people

travel to America for safety when Mahmoud claims even the dead can not leave the country, making it a prison for the migrants. She also narrates her entire poem in the English language which she states is force fed to her and other people who have migrated to America in search of safety, and found nothing but more oppression than what they were trying to escape. When she performs in the English language, she is also performing her identity of an American resident, who seems to belong to the country in the larger context of census, if not anything else.

In another one of her poems, Emi Mahmoud uses the notion of borders to emphasize on violence being recognized as a third world problem while it, like humor and laughter, transcends all borders. Not only that humor also paves way for violence to form roots in all places irrespective of their status as a first, second or third world country, and while violence against women becomes a familiar sight, humor leaves hardly any space for victims. She performs her gender in a way where she is dressed in fear, resentment and betrayal from all ways that men find funny, and are called out for being offensive when they are downright dangerous. The four women in the joke Emi Mahmoud mentions do not utter a single word, and on the contrary Mahmoud has a stage to use her voice to bring their narrative to an audience, thereby making her verbal performance a site of change and hope for women who are subjected to violence and can not afford to challenge the patriarchal institutions of crime around them.

While written text allows for a limited number of meanings to be extracted, orature and visual performances add layers of meaning through the camera angles, costumes, intonations, silences, body language along with the primary narrative. Anthropology categorizes the Western as the home culture and creates the other in the original culture of the poets in question, and performance theories similarly create a hierarchy between the written and the verbal text, wherein credibility is only assigned to written texts, thereby allowing for the Western culture to flourish over traditional art forms and the 'othered' knowledge (Conquergood 2002). Emi Mahmoud and Safia Elhillo create a sense of security and credibility in their narratives by making them as personal as possible, and by basing their narrative on emotional value derived by actual incidents instead of relying entirely on facts. While facts can be debated upon, their emotions are so personal to them, that the audience can acknowledge, empathize and relate to them but can not possibly vouch for their lack of authenticity.

V. CONCLUSION

Hip hop, in the current political scenario, is more than an academic discipline and a site for political discourse. It is a

lifestyle, a choice of living that substantiates the lives of the people from the marginalized communities by offering them a voice, a stage and medium created for revolution and change, all at a time when the impact of the Western culture was at its peak. Spoken Word poetry is a subgenre within one of the genres of hip hop, emceeing; and the primary idea of spoken word is to produce the colonizer's language in a way that it benefits the performer, and offers the narrative a global platform through digital media. While people like Ngũgĩ wa Thiong'o discarded the English language to produce academic papers and research to destabilize the power structures, it is impossible to deny that the English language has in fact become a global phenomenon and a global commodity. English is a language that people in most countries are forced to learn because it is the language of trade, official work and that connects all major powers of the world in terms of nations, and therefore instead of discarding the language because it is the greatest burden of colonization any of the former colonies are carrying, it is necessary to modify the language, and accommodate it in respective native cultures to create a dialogic relationship with the rest of the world, and give the discriminated a voice that will reach both the oppressors, and the oppressed that empathize with the narratives.

The English language is the official site for revolution and change, because it brings all depressed communities together by offering a common language of dissent and a collective voice against the power hierarchies that operate within all discourses. Safia Elhillo and Emi Mahmoud perform their ethnic, gender and racial identities through their language, stage presence, gestures and clothing, and while the paper lays emphasis on how these elements help in the process of decolonization for both, the performer and the audience, the scholarship based on the same has been little to none in the past. While the youth at present consumes content on social media for hours on a daily basis, it is hardly impossible to neglect the impact these spoken word poems have on the socio-cultural and political spaces of the world. Even though the paper helps deconstruct various motifs, images and the language used to decolonize, it is pertinent to note that digital access is only available to the privileged section of the population, therefore even though the narratives of the margins are brought to the center of discourse, the narratives do not necessarily reach the margins, and that offers a scope for future research in topics discussed in the paper.

That being said, accessibility is not the only concern from the peripheries, because the arena of discourse is made by three concentric circles; the center-most circle is made up by the colonized who study English as a first language, the second circle consists of colonies that took up the English language as their second language, and the

outermost circle that makes up the peripheries include countries neither colonized nor involved in colonization, therefore studying English as a foreign language. This third circle does not necessarily rely on English as a necessary language, and therefore the narratives produced in English may or may not reach them, making it exclusive to former colonizers and colonized. Apart from the English language, Safia Elhillo also uses the Arabic language and that becomes almost impossible for the people in the third circle to understand because if they are neither acquainted with English nor Arabic, the narrative becomes alien to them.

Another limitation of the paper includes the agency and representation of the poets considering the researcher is not Black, not Muslim, not from Sudan or America and therefore, can only present as outsider's idea of what spoken word poetry does for the poets in question. However, both Safia Elhillo and Emi Mahmoud use Sudan as a reflection of all third world countries, and their narratives revolve around the agency and struggles of women in these countries, which the researcher relates to and understands personally. Spoken word poetry offers a voice to the unheard voices around the world, and therefore many a times it becomes absolutely impossible to relate to those narratives, but the major idea of Hip Hop is not for people to relate or understand, it is the act of knowing. These narratives were unheard because the state or the authorities never let them seem consequential, and never let their presence be felt, however, to see or hear these narratives is validating the experiences people have gone through. The act of seeing validates presence, and acknowledges a different lifestyle that may be once seen through the lens of pity, but once narrativized by someone from the community, it becomes one of oppression. The idea is to not just sympathize with what many communities went through, it is to question systemic forms of oppression and look at these performers as people like themselves, instilling the fear that if there is not much difference between the performer and the audience, what makes the audience so immune to oppression. It is a way to root questions in the minds of the audience, sow the seeds of imagination and revolt within the minds of communities that may have once discriminated against other communities.

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Politeness strategies in R. K. Narayan's 'An Astrologer's Day': A discourse analysis perspective

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Received: 22 Oct 2022; Received in revised form: 10 Nov 2022; Accepted: 14 Nov 2022; Available online: 20 Nov 2022

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Abstract— *Politeness is a linguistic phenomenon in which the participants, who are involved in a dialogue, use different politeness strategies in order to get the desired result. Sometimes, they want to save the face, the public self image, of their counterparts, and sometimes they want to take advantages with the use of some specific politeness strategies. Most of time, the face gets threaten by some verbal or non-verbal acts and it can be done deliberately to achieve some goal or it is done by mistake for some or other reasons. If one wants to save the face and wish to build a healthy social relationship, he uses politeness strategies accordingly. The present paper will try to explore this feature of politeness in the short story "An Astrologer's Day". It is the first story from the collection An Astrologer's Day and Other Stories by R. K. Narayan.*

Keywords— *politeness, politeness strategies, face, face threatening acts.*

I. INTRODUCTION

"An Astrologer's Day" is a short written by R. K. Narayan one of the founding fathers of Indian Fiction in English along with Raja Rao and Mulk Raj Anand. This is a story about a man who poses to be an astrologer but in reality he knows nothing about astrology at all. He makes fool of his customers with the help of his fake appearance and figurative language related to his profession. One day he is encountered with a man, who happens to be the same man whom he supposed to be dead many years ago when they both had a quarrel in their village. The man is searching this astrologer to take his revenge but as he could not recognise him, the astrologer manages to make him believe that the man he is searching for has already died in an accident. This makes them relieved and satisfied as the astrologer has the burden in his mind that he has killed the villager, and the villager also wanted to take revenge from the astrologer.

Statement of the Problem

The present paper will try to analyse this short story using the parameters of politeness principles proposed by Brown and Levinson (1978).

Limitations of Study

This present study will be focusing on the conversation that is taking place in this short story between the astrologer and his customers.

II. RESEARCH METHODOLOGY

Discourse analysis method will be used for analysing the short story and the focus will be on the use of politeness strategies in order to threat or save the face of the hearers. Our traditional thinking about the word 'politeness' is linked with the ways of being tactful, polite, modest, and treat properly with other people. But in linguistic term, it is related to the strategies used by the speakers in order to save the face, the public self image, of the hearers, or to establish a healthy social relationship with them. The concept of face deals with the expectations everyone wants to be fulfilled by others. If anyone says something which causes threat to this face, it is called a face-threatening act. In order to avoid FTAs, certain strategies are followed by the speakers. These strategies are as follows:

Bald-on record strategies: Bald on-record strategies usually do not attempt to minimize the threat to the hearer's face, although there are ways that bald on-record politeness can be used in trying to minimize face-threatening acts implicitly. Often using such a strategy will shock or embarrass the addressee, and so this strategy is most often utilized in situations where the speaker has a close relationship with the audience, such as family or close friends.

Positive politeness strategies: Positive politeness strategies seek to minimize the threat to the hearer's positive face. They are used to make the hearer feel good about himself, his interests or possessions, and are most usually used in situations where the audience knows each other fairly well. In addition to hedging and attempts to avoid conflict, some strategies of positive politeness include statements of friendship, solidarity, compliments.

Negative politeness strategies: Negative politeness strategies are oriented towards the hearer's negative face and emphasize avoidance of imposition on the hearer. These strategies presume that the speaker will be imposing on the listener and there is a higher potential for awkwardness or embarrassment than in bald on record strategies and positive politeness strategies. Negative face is the desire to remain autonomous so the speaker is more apt to include an out for the listener, through distancing styles like apologies.

Off-record (indirect): The final politeness strategy outlined by Brown and Levinson is the indirect strategy. This strategy uses indirect language and removes the speaker from the potential to be imposing. For example, a speaker using the indirect strategy might merely say "wow, it's getting cold in here" insinuating that it would be nice if the listener would get up and turn up the thermostat without directly asking the listener to do so.

The linguist Robin Lakoff (1973) has identified these three maxims of politeness: don't impose, give options, and make your receiver feel good.

III. MAIN BODY OF THE PAPER

The astrologer has become experienced enough to know the problems and needs of his clients by his study of their faces, consistence practice, and shrewd guesswork. He uses some common phrases related to human being troubles: marriage, money, and love relationship etc. to make them believe that he already knows everything about their problems and this pleased and astonished them. Their blind faith in him makes his work easy and he manages to get enough to take care of his family.

He says to one of his clients, "In many ways you are not getting the fullest results for your efforts (3)." In this excerpt, the astrologer attempts to mitigate the imposition he was making over to his customer. He is also giving him the options that the reason behind his sorrow lies in that he is not achieving his goals in spite of his various efforts. This whole conversation relieved the client as he could see some hopes in near future. We also try to touch this mark in our conversation if we aim to save the face of our hearers.

In the next excerpt, the astrologer tries to beguile one of his clients by saying, "Is there any woman in your family, maybe even a distant relative, who is not well disposed towards you? (3)" He offers so many guess-based options to his customers relating to their various types of household problems that 90 percent of them are easily trapped and befooled and happily paid him his fees. For example, in this excerpt, he tries to become friendly with the client and gives him the option so that his client may get relieved from his sufferings if there are some. In this way, the astrologer uses bald on record strategy in which he does not try to minimize the threat to the client's face. He does it deliberately so that his client may feel that he is sharing his problem with a friend and not with an astrologer. This builds a kind of social relationship between them as the communication here is supposed to be successful.

In the following excerpt the astrologer tries to delude one of his clients with his shrewd skill of speaking. He says to him, "Most of your troubles are due to your nature. How can you be otherwise with Saturn where he is? You have an impetuous nature and a rough exterior (3)." Here again he wants to show that he is his well-wisher and not just an astrologer. He shows solidarity with the client and tries to prove that he knows everything about his problems. That's why he is so firm in his talk and never uses the words which may prove that he is just making guess. This can be one of the market strategies in which any businessman tries to appease his customers. The astrologer talks to his clients at a length and he gets more opportunities by this because in that way he can give more choices to his clients and it is obvious that some of those choices will correlate to their problems. That problem is the target of the astrologer that's why he plays trick after trick until the clients stop him at some point.

The above incidents have taken place in the beginning of the story where the astrologer does not his clients personally and he behaves professionally with all of them in order to establish a social relationship along with a business relationship. He is intended to save the face of

each of his clients and for this he aptly uses the suitable politeness strategies.

Now the story takes a turn and the astrologer meets a man whom he had tried to kill in his childhood at his village. He thought that he had killed him but it was not so. The man was saved by a passerby and now he was looking for the astrologer to take his revenge. As the man approaches to his shop, the astrologer says to him, "You look so careworn. It will do you good to sit down for a while and chat with me (4)." Here, he could not recognise him at the beginning and took him just as any normal client. Therefore, he tries to cheat him also with his tricks and uses negative politeness strategy in order to avoid the imposition. He offers him the option to sit and have a chat with him. This also shows a kind of solidarity and friendship behaviour towards his client. But the client is already angry and exhausted as he is searching the man who has attempted to kill him. So, he does not accept the offer and shouts at the astrologer by saying, "You call yourself an astrologer? (4)" At this point, the astrologer recognises him and changes his strategies in order to get rid of him as soon as possible. Here the client does not want to have any type of conversation with anyone that's why he uses off record strategy in order to show his anger and tiredness due to the search of the man who had tried to kill him.

Once the astrologer recognises that he is the man whom he has tried to murder he changes his strategy and says, "Here, take your anna back. I am not used to such challenges. It is late for me today. . ." As the time goes on, the astrologer comes back. He says, "Leave me today. I will speak to you tomorrow." It shows that he changes his strategies according to needs and the situations. Here, he finds himself stuck in a critical situation and so he wants to end the conversation with the client as soon as possible. Therefore, he does not care for client's face and uses only bald on record strategies and says things straight.

In the last part of the story, the astrologer tells the clients about the incident that had taken place when they both had a fight and he thrashed him to kill and ran away throwing him into a well. But he does not disclose that he is the man who tried to kill him. He is able to hide his identity and the client goes away with happiness and satisfaction that his murderer is no more now.

IV. RESULT

In this way, the story "An Astrologer's Day" can be analysed with the help of politeness principles and it is clear that the astrologer is successful in using the different types of politeness strategies for achieving his purposes.

RECOMMENDATION

We can also use these politeness strategies in our daily communication in order to achieve the desired result. Apart from this, this can be taught to our students so that they can be familiar with these strategies and it can improve their communication skills also.

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The Ongoing Conflict between the Common Folk and the Prevailant Status-Quo in Ashfaque Ahmed's the Shepherd

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Received: 29 Oct 2022; Received in revised form: 15 Nov 2022; Accepted: 20 Nov 2022; Available online: 27 Nov 2022

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Abstract— *The literature of the pre-partition era will remain incomplete without the mention of the word conflict as it defines that bloody period of history. Much has been written on the themes of the pre-partition and post-partition period. Among the domineering themes of that era, bloodshed, slavery and poverty stand out. During this period, a whole galaxy of stars was ever present as far as the artistic landscape of the Indian sub-continent is concerned. Especially the role of the Progressive Movement was note-worthy as they provoked the masses for independence. With the tragedy of the event, thjs fervour declined as folks and members of the establishment were locked in an ongoing tussle for control which remained the focus of post-partition Pakistani prose. Given these outlining details, the paper aims to excavate and probe into the conflicts qqqqbetween the common folk and the existinvg establishment or status-quo in Ashfaque Ahmed's famous short-story The Shepherd. For this purpose, the paper would make use of textual references and critical articles. Historical record would also be utilised as the research has its roots from the on-going capitalist-communist struggle. The research would help us understand the theme in **depth** and would explore new avenues for research.*

Keywords— *Conflict, Sub-continental common, folk, Establishment*

I. INTRODUCTION

1.1. Background

Over the course of centuries, South-Asian literature has offered a variety of themes which are still open for discussion. Among the dominant themes, the themes of self-determination and partition have stood out and these themes still remain a smoking gun even in this age of globalisation and the twenty-fjrst century. Especially the literature of the Indian subcontinent highlights these themes¹ now and then. The development of this literature may have taken place in an atmosphere of conflict which is the reason for this hostility in authorship In this section, we shall attempt to draw a brief map regarding the development of such hostile nature of writing observed in Indo-Pak and the latter Pakistani prose.

As far as the development of prose in subcontinental literature is concerned, evidence points out that the early signs were found in the middle of the eighteenth century. Q1Although exquisite poetry was

already being produced since the incision of Urdu in the seventeenth century. The tradition continued and poetry got the lamlight up untill 1857. After the War of Independence, we observed a sudden outbreak of exquisite prose. Some famous stallworts of Urdu fiction and prose like Praem Chand, Rashid Ahmed Siddiquee to name a few were showing their craft on the literary stage up untill the first quatrain of the twentieth century.

The second quatrain of the twentieth century marked the birth of the Progressive Movement which consisted of revolutionaries hailing from Punjab, Bihar and Bengal

The prose of these famous writers acted like a double-headed sword as it was lively and addressed the issues of the masses and moulded their ideological framework against the British Raj which gave immense momentum to the Pakistan Movement

However, on the other hand the seeds of conflict and contention were sown from the onset as ethnic differences were capitalised

As a result peaceful neighbourhoods where Muslims and minorities or other ethnic groups coexisted for centuries turned into hellacious battlegrounds as both parties tried to do a number on one another. This conflict had turned into a deep-rooted tree till the partition of the sub-continent.

After partition, the literature of the Progressive Movement became the talk of town as it was still fresh and could act as an influential tool in giving direction to a new-born nation. It was eminent that the lights of Manto, Ahmed Nadeem Qasmi and many others were producing great prose which mobilised the public which the establishment saw as an act of direct confrontation as their aspirations of leading the public according to a set design seemed going down the drain.

Towards the start of 1970s and 1980s, a strong fervour for Marxism and Socialism developed which added fuel to fire as the masses and the establishment grew apart as writings of that era display. This conflict escalated as the establishment tried to adopt the Soviet model of tight control and censorship which worked to some extent but failed miserably as the masses now mobilised by these writings were charged and could not be contained any longer despite all measures. This now divided a nation into two parties i.e the common folk and the prevailing status-quo.

1.2. Statement Of Problem

From the available background, the problem of misunderstanding the masses on part of the establishment is highlighted in Ashfaq Ahmed's famous short-story *Gadaria* which was translated as **The Shepherd**. There are people who accuse the author of siding with the establishment and this misinterpretation of the central character is another problem of this research.

1.3. Research Questions

The research tends to explore some important questions which continue to appear time and time. They are as following.

- (a). Does the work of Ashfaq Ahmed truly represent the masses?
- (b). Is this work the result of a pre-existing conflict?
- (c). Are the allegations on Ashfaq Ahmed as being pro-establishment concrete, is there any sound evidence of this?

1.4. Research Objectives

The research revolves around a number of key aims and objectives drawn from the above mentioned discussion. They are as following.

- (1). The research aims to explore the historical context of the themes of conflict in the work under observation.

- (2). It aims to prod upon the development of this conflict between the masses and the prevailing status-quo.

- (3). It also intends to work upon the developing fragments of arguments against and in favour of our author Ashfaq Ahmed with respect to this work of his.

1.5. Significance

The question of the post-partition atrocities became the centre of debate in the 1990s and it also tried to understand the adverse effects caused by the prose of the Progressive Movement

One such problem was that of intolerance which instead of being used positively went the other way. Keeping all this in mind, our research would contribute its intellect to comprehensively understand the dynamics of the ongoing conflict between masses and establishment

It will also try to clear the dust regarding this controversy if pro-establishment authorship and would finish all sorts of sensationalism regarding the work of Ashfaq Ahmed under observation.

II. HISTORICAL OVERVIEW

The historical landscape of post-partition Pakistani fiction invites the reader to prod upon the historical context working behind such exquisite works. Here we shall be focusing upon the development of post-partition fiction based in Pakistani settings. We shall also be focusing upon the prevailing concerns of these works up until the 1980s. The fiction of this era is based upon the philosophical ideology of the Progressive Movement which was still strong after partition. Although it had lost some of that early enthusiasm after the preceding circumstances of the conflict resulting after partition.

The initial reservoir of creative genius revolves around the tragedies of partition as the wounds were fresh and the early writings of authors hint at a grim reality. The most renowned piece which would help to understand the early period of fiction writing is **Toba Teig Singh** by Manto which highlights the concept of separation which remained a dominant theme in the 1950s and 1960s

The works of other authors like Ahmed Nadeem Qasmi and other like-minded authors herd on the same subject. On the other hand subjects of silence and secularism were also associated with post-partition fiction as mentioned in Dandekar (2019).

After this early fervour of the Progressive Writers, a period of inclinations towards translation was developed and the trend was initiated after the fall of East Pakistan in 1971 as most of these torchbearers hailed from this region. It was beneficial as the concepts working behind the fiction of that era were now appearing to the international community. Perhaps an association with the fabric of Urdu poetry which was eminent in works of fiction.

Herberth(2011) has highlighted the fact in Kamila Shamsie's case as she was able to adapt to writing in English. The same was found in Anderson's(2008) analysis of the Pakistani English literary tradition which remains incomplete without the mention of Ahmed Ali who is a founding stalwart in the domain and the work also hints the use of translation as an early technique which brought Pakistani fiction in front of international scholars.ⁱ

The trend of building a post-partition narrative continued till the 1960s. From herein, we see the initiation of a narrative built around conflict was put in place. This attained the status of popular narrative as it gave life to culmination of thought which seemed enlightened. This influx of creative genius was influenced by Marxist and Socialism which became important in understanding the dynamics of conflict. At this point in time, Ashfaq Ahmed's writings became the focal point of discussion as his famous story *Gadaria* which was translated into **The Shepherd** burst on the scene. After initial reviews, a sudden wave of outrage by the Marxist school

In the following sections we shall see the prevailing themes of Pakistani fiction leading up to our analysis of the target text.

2.1. The Struggle between Capitalism And Communism

The conflict between capitalism and communism has always been the focal point as far as Pakistani fiction of the 1960s is concerned. Especially authors from the right-wing criticised both capitalism and communism but the leftists did not hesitate to launch a swift reply. This situation is eminently understood by an essay from Saed(2021). The essay highlights the nature of this struggle

It points out the huge reservoir of literary genius at disposal. The problem of fulfilment is explicit in the text.

As far as literary texts are concerned, a considerable pattern is observed leading up to the works of Ashfaq Ahmed. The labourer and the working class seems to enjoy a privileged status in the 1970s and 80s. The short-fiction of Ghulam Abbas and his contemporaries seem to depict such instances. If we observe these texts in detail, it is found out that these texts were based in an informal urban setting. Urban informality according to Nichola(2019) has become an effective strategy to consolidate a certain viewpoint. On the other hand its influence on analysis is integral as scholars do not often use this tool.

- (1) Saed(2021), *AntiCommunism And A Hundred Million Victims Of Capitalism, Literature Nature And Interpretation, Volume 27, Issue 2.*
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An important element in this domain which cannot be ignored is the nature of political ideologies. Since India was closer to the Communist block and Pakistan strung their knots with the Capitalist block in this period of the Cold War. This Cold War politics seemed to have influenced such glorification. An article by Kadir(2020) hints at this situation by highlighting the impact of such polarised politics on family structures which were far more solid as compared to the Modern era. Therefore this struggle between two ideologies now turned into an ethnic issue which brings us to the question of public conditions after the partition. Keeping in mind we already discuss the building of post-partition narrative earlier, we shall restrict ourselves to the depiction of condition of masses after the partition of the subcontinent.

2.2. The Condition Of The Masses After Partition

Much has been said and written regarding the helacious conditions of the masses after partition. Once an influx of emigrants crossed the border, a chaos was always on the cards. The full extent of this tragedy cannot be explained as words are hard to come by to express one's opinion on the matter. However, our authors and poets have put their hand up in this aspect to a certain degree. The extent of this tragedy is often perceived in Manto's last works in which he mentions the tragedy in depth. The question of recreating experiences from the tragic past has always enticed interest among literary circles as mentioned in a work by Svenson(2021). There are reminiscences of the dissonant and painful heritage but it might be utilised to create a much peaceful experience as violences of that era are still read and remain fresh even after seven decades. Similarly, it is worth noting that the nature of the post-partition narrative is built on the spatial setting as I mentioned in a book review by Charollette(2010) which sheds light upon the dynamics of post colonial narratives in two newly created states who had experienced colonial imperialism for two centuries.

There are numerous instances in literary texts and films that highlight the concept of the catastrophic nature of this partition

To further our understanding regarding the narrative of that period, we must look at an article by Gautam (2011) which blames the spread of ethnic and political divide as the root cause behind the atrocities of the events after partition. Similarly the literature and film in those days also laid emphasis on this as mentioned in Bhattacharya (2015). These soft powers became tools of war as two sovereign states were drenched in hatred for one another and ideological differences were being capitalised upon.

It would be an understatement to say that the post-partition narrative created the momentum needed to proceed further and resulted in fiction built around the mechanics of differences based on ideologies which sew the seeds of contention and thus an air of discord was created.

2.3. The Conflict With Establishment

The concept of conflict occupies a central position in Pakistani literature whether written in Urdu or English. Perhaps the political turmoil and the existence of a dictatorial regime could be held responsible for this hostile literary environment. It is evident from the writings of that period that the regime did not allow for any medium of expression and adopted a policy of censorship and tight control to suppress any criticism. But the bold poetics of that era backed by enlightened Marxist thought did not hesitate to take their shots which sometimes backfired. This ongoing tension resulted in the mobilisation of the masses against the Establishment who of course did not take it kindly. This situation can easily be understood by reviewing some literature.

As far as contemporary fiction is concerned, the notions of conflict started after the fall of Dhakka in 1971. A book by Cara (2011) highlights these notions as contemporary fiction of that period painted the events of 1971 as national tragedy but for one side it was an accomplishment or independence. After the debacle of 1971, we observed a wave of ideological conflict which is visible even in the works of Ashfaq Ahmed.

III. ABOUT THE TEXT

The text under observation in order to understand the mechanics of conflict is Ashfaq Ahmed's famous story *Gadaria* which was translated as **The Shepherd**. The story has attained canonical status as far as South Asian literature is concerned. Scholars tend to show a liking for this story as it offers a variety of aspects. On the other

hand, this might also hint at a key limitation of the work. Upon inspection, it is observed that the conflict

between the masses and establishment appears as the central theme of the story. The story is set in a typical rural middle class setting and plot suggests that the clerk who is in opposition with the Shepherd ideologically does not wish to see his son with this man of working class. Our antagonist tries all within his powers but it is not known whether the antagonist succeeds in his efforts or not. But this theme of conflict has been left open for interpretation and through character representations we would be able to understand the crux of the matter in detail with ease.

3.1. Character Representations

Character representations in a story play an integral role. On one hand it provides strength to the story and on the other hand it makes room for the creation of schools of thought which are necessary for the flow of scholarly knowledge. In this section, we shall understand the character representation in this work of Ashfaq Ahmed through available literature.

Upon close inspection, the character which fascinates the most is that of **Daojee**. He seems to represent a far more traditional outlook. He plays the role of a hard task master which is visible in the beginning of the text. Another character that seems to draw interest is that of **Umichand** who becomes a barrister through sheer hard work and initially is a shepherd upon which the entire story is based. This one here shows the makings of an ideal Socialist but that is not always the case and then there is a usual feminine character who plays a docile role in such fables. However, these character representations spell the makings of a traditional and exquisite work, it does not look appealing to those belonging from a Socialist school who judge these developments as allegories of capitalism. On the other hand the shepherd's rise to nobility is also indigestible to these people as he also becomes part of a capitalist macro economy.

The shining light as far as the story is concerned goes to the character of Daojee who shows a different side

He represents that section of the weak common folks who get hammered for their just questioning of the manipulative practices of the ruling elite. All in all the character is a just representation of the sociopolitical fabric of the subcontinent.

3.2. Similar Instances In Texts Contemporary To The Shepherd by Ashfaq Ahmed

Despite the presence of a strong liking to Socialism in the fiction of the 1970s and afterwards, similar instances are quite hard to observe as the canvas of Pakistani fiction had expanded vastly. We find religious fiction, there are

instances of nationalist fiction, detective stories and children's literature also gets a mention here as they were like hot commodities at that time. But the closest one may get as far as similar instances is concerned is the humour of Patras Bukhari. Especially his satire, **Lahore Ka Geographia** translated as **Lahore's Geography** might have some instances like referring Lahore's roads to the scars of Mars and preempting the selling of horses/donkeys for meat. His writing style would have put him in conflict with the establishment but thankfully that's not the case. Another instance could be found in the works of Intzar Hussain but apart from that instance, the nature of conflict might be restricted to the diaspora as far as Pakistani fiction in English is concerned and those conflicts revolve around nationalism and representation.

Therefore we can safely say that the instances of Capitalist -Communist conflict are hardly visible in contemporary works similar to this text. Although a conflict between fundamentalist and liberal ideology became a topic of discussion after the 1980s. On the other hand the character of Daojee as an Omniscient teacher comes to the forefront highlighting the strength of the pedagogy taught in Patshaalas and mosques at that time.

3.3 Ashfaq Ahmed and the Poetics Of Islamisation

A salient feature of the fiction and poetry produced between the 1970s and 80s revolves around the policy of Islamisation which became a hot cake especially in the 1980s when Zia's military regime took over and pledged to drive the Soviets out of Afghanistan. Although these geo-political scenarios hyped the issue, the use of Islamisation as a political tool has been witnessed many times in recorded history and has excited controversy and discontent among literary circles regarding its ethical grounding. It can be understood that the right and left wings heatedly held their positions on the topic. Putting pen on this topic is like the meeting of irresistible forces with the immovable objects which is eminent in the literature of that period.

As far as the work of Ashfaq Ahmed is concerned, there might not exist a clear argument in favour or against the policy but like a good artist he has foreshadowed the use of religion to strengthen a propaganda which was actually the case.

In his story **The Shepherd**, there are glimpses especially in the closing stages when a mob of people surrounds Daojee and pressurise him to testify his true identity but the teacher is well equipped with the knowledge about Islam. His reply upon being asked for the Kalma is a resounding one. It testifies the fact that due to illiteracy and distance from their religion, these innocent villagers are manipulated and that is what kicked started an age of

militancy which is causing rift among people sharing the same land.

Perhaps this section of the story prophesied the early flames of discontent which was to engulf the whole nation upon the start of the new millennium. We can understand what Ashfaq Ahmed was trying to explain with reference to some literature.

After exploring the dynamics of conflict on basis of religion, it can be established that the ruling establishment was aware that religion is the softest and most sensitive part of the social fabric and they used it to their advantage.

This story depicts the dynamics on which the policy of using religion to divide the masses into factions and rule over them has worked the trick for ages. Therefore by presenting the dirty game, our author has redeemed himself in front of the public. This might be a bold statement but has its basis from close reading of the story.

IV. ALLEGATIONS AGAINST THE TEXT

Now that the text has been read in depth, it is necessary to quell any allegation or reservation against the text which requires a Herculean effort as everybody cannot be kept satisfied and the text shall continue its trial one way or the other. Since this story was written at a time when Socialism was at its peak in Pakistan and traditional narrative would have resulted in negative connotations. Let's examine the prevailing allegations or reservations made by the Socialist school as they consider the text as Anticomunist which is the root of the conflict.

One reservation that is often raised is regarding the misrepresentation of the

of Umi Chann who was initially a shepherd but becomes a lawyer which marks his ascension. This would have been a perfect foil for a Marxist hero but the latter does not consider it and due to their prejudice put the blame on the author even though there is no conclusive evidence of misrepresentation in the text. Another one of these reservations is the fact that Ashfaq Ahmed was a traditional author who maintained a soft tone in all his works which hinted at a decent enough relationship with the ruling establishment. Furthermore he wanted to distance himself from the politics of Cold War and wished to focus his works on familial and social issues. This distancing from mainstream politics and having an anti Socialist ideology as depicted in this work made him a soft target of these verbal assaults by the Reds. Despite all this mayhem and chaos, these topics are still open for interpretation and must be termed as grey areas. The majority of scholars hint at the ethnic Hindu Muslim conflict as we see Daojee being

persecuted by a band of folks who call themselves Muslims. This narrative of conflict seems to overpower the prior Anticommunist narrative.

V. CONCLUSION

To sum up our discussion on the topic of conflict, we tried to map a brief history of Pakistani fiction and this overview was linked with the poetics of the folk-Establishment conflict in *The Shepherd* by Ashfaq Ahmed. It was found out that the post-partition narrative of early authors became the source of the conflict. Though the text appears traditional but the Marxists are unwilling to accept it. It must be admitted that the claim of misrepresentation is there but, on the contrary no conclusive evidence in support of the claim exists after a close reading of the text leaving it open for interpretation which would result in a steady flow of scholarly knowledge and would give rise to healthy debates. It is requested that before raising any reservation, it must be kept in mind that creative genius gives rise to grey areas so some leverage must be given to the author keeping in mind his traditional set of values.

ACKNOWLEDGEMENT

We are thankful to our colleagues who gave their valuable insight. Their recommendations helped us in developing an exquisite work on Comparative literature. We also thank our facilitator Dr Tqanveer Aanjum qho [11] Fiction, Routledge, ISBN 9781138829626

played a significant part in enhancing our research skills. Also a special mention to Mr Muhammad Younus Fqareed who provided technical assistance which was helpful in looking for secondary material.

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Revisiting bell hooks' Theorization of 'Gender Violence' in Adichie's *Purple Hibiscus*

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Received: 30 Oct 2022; Received in revised form: 18 Nov 2022; Accepted: 23 Nov 2022; Available online: 30 Nov 2022

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Abstract— *The lived experience of two women – no matter how similar they are, be it simply by virtue of being born a woman, or sharing a similar skin colour, racial affiliation, nationality, class, religion, sexual orientation – can never be the same. Gloria Jean Watkins, better known by her pen name bell hooks, was an author and social activist who theorized on the singular nature of the black woman's travails. Across her extensive critical oeuvre there is a recurrent emphasis on the onslaughts of patriarchal hegemony that routinely victimize black women. Her theories on gender violence among black couples have now come to address diverse manifestations of sexism that widens the racial divide. hooks pointed out that gender violence is a reflection of deeply embedded African cultural ideologies and practices that are premised on women playing second fiddles to their men. In this paper I have attempted to read Adichie's Purple Hibiscus in the light of hooks' theories on gender violence to highlight the socio-cultural as well as political framings of gender within the black community.*

Keywords— *bell hooks, gender violence, patriarchal hegemony, sexism*

I. INTRODUCTION

The crux of Feminism has always been a conscious and calculated resistance to patriarchy. Feminism as an umbrella term stands problematized for a holistic representation of the broad spectrum of womanhood that is so heterogeneous in its plethora of diverse races, ethnicities and nationalities that with growing awareness, it would be repugnant to ignore the uniqueness of their individual experiences and just shoehorn their struggles under the single label of 'Feminism'. The rise of Black Feminism as an equally potent and vocal movement for the rights of the black woman was thwarted by the race movement whose forefront was occupied by black men. Black women, thus, as bell hooks had put it, remain doubly enslaved, firstly by the whites, and then by their male counterparts. Sojourner Truth (1867), addressing the gender-power relationship between the black man and the black woman wrote,

there is a great stir about colored men getting their rights, but not a word about the colored woman; and if colored men get their rights, and not colored women theirs, you see the colored men will be

masters over the women, and it will be just as bad as it was before. [1]

In her essay 'The Imperialism of Patriarchy' [2], bell hooks (1982) wrote about the innate sexist inclinations ingrained within the coloured race and which only gained further sanction with the rise of slavery (p. 100). hooks articulates how black male sexism predates American slavery and that white-supremacy in America merely enforced the hegemonic gender divide existing in the black community. In her essay 'Ending Violence' from her seminal work, *Feminism is for Everybody*, bell hooks (2000) sensitizes the readers about the very nuanced manner in which the tipped gender-power relationship finds manifestation in the domestic sphere in the form of violence against women and children. She asserts –

Patriarchal violence in home is based on the belief that it is acceptable for a more powerful individual to control others through various forms of coercive force. This expanded definition of domestic violence includes male violence against women, same-sex violence, and adult violence against

children. The term “patriarchal violence” is useful because unlike the more accepted phrase “domestic violence” it continually reminds the listener that violence in the home is connected to sexism and sexist thinking, to male domination. [3]

II. BLACK WOMEN'S WRITINGS

Chimamanda Ngozi Adichie in her debut novel *Purple Hibiscus* (2003) has explored the nuanced manner in which women are still exploited within her very household and remain passive and silent victims of domestic abuse. Before segueing into Nigerian literature, it is imperative to analyse Adichie's position as a Nigerian woman novelist writing about the plight of Nigerian women in a post-colonial context. Ketu H. Katrak (2006) in her article 'Decolonizing Culture: Toward a Theory for Postcolonial Women's Texts' has rightly observed,

Women writers' [...] texts deal with, and often challenge, their dual-oppression-patriarchy that preceded and continues after colonialism and that inscribes the concepts of womanhood, motherhood, traditions such as dowry, bride-price, polygamy and a worsened predicament within a capitalist economic system... Women writers deal with the burdens of female roles in urban environments... women marginalization in actual political participation. [4]

Chikwenye Okonjo Ogunyemi in her article 'Women and Nigerian Literature' for *The Guardian* in 1985 criticised Nigerian Literature as being “phallic”, dominated by male writers and critics dealing exclusively with male characters while women are pathetic appendages to the narrative [5]. Commenting on the invisibility of women writers in the Nigerian literary scene and the one-sided narration of the male authors, Helen Chukwuma (2000) wrote –

...the men wrote about themselves, their wives, homes, their ideals, aspirations and conflicts, their confrontation with the white man and his ways, in sum, their society at large. They were the masters and the traditionally accepted mouthpiece of their women folk. But did they say it all? Can any being overtake the place of another? Can a male writer feel the depth of a woman's consciousness, sensibilities, femininity, impulses and indeed her weaknesses? [6]

III. GENDERING VIOLENCE IN PURPLE HIBISCUS

The female-centric novels of Chimamanda Ngozi Adichie fill the void of the non-representational trend in Nigerian literature. Centred around the religious fanaticism of a

Nigerian man and the extent to which he exercises his 'corrective measures' to temper his wife and children in obeisance to him and his religion, Adichie's *Purple Hibiscus* is an exploration of the gender violence that continues to exist in Nigerian society even today. In a socio-statistical report by the British council titled “Gender in Nigeria in 2012”, it has been concluded that violence against women in Nigeria continues to be a problem, and it is worsened by the fact that such behaviour is deeply rooted in their cultural and traditional values and thus remains hidden or tacitly condoned. In her novel, Adichie problematizes the position of the women in the Nigerian household, and through the story of Kambili and her mother Beatrice, provides a gender discourse that sheds light on the perpetuation of violence against women in a post-modern world. Folashade Fashakin (2015) offers a concise view on the portrayal of domestic abuse in the novel,

...*Purple Hibiscus* takes a look at an intricate family life with events happening in Nigeria under the ruler ship of a military president as a backdrop. Using a fifteen-year-old girl, Kambili, as the narrator, she discusses the strained relationship between Eugene and his family members. The depiction of domestic violence a tyrannical father exhibited against his children and spouse allows for some criticism of both British colonialism and traditional patriarchal powers for their influences on the oppression of marginalized groups including women and children. [7]

The narrative is filtered through the eyes of the fifteen-year-old Kambili who, initially, seems to have normalized the circumlocutory routine of abuse in her household. Indeed, she is so stunned and traumatized by her father's display of brute violence that she hardly talks, and the course of the narrative traces her journey of finding her voice by overcoming patriarchal dominance. Kambili's silence, that resonates metaphorically in the narrative, also emblemizes Beatrice's silent complicity to her husband's ritualistic abuse. Beatrice, having been victimized for years on end, had normalized her husband's behaviour by ascribing to society's notion of a wife's endless obeisance to her husband no matter what. Losing her own voice, Beatrice can only helplessly witness her children's suffering. Kambili likens her mother to a bird: “She did not usually say so much at one time, she spoke the way a bird eats, in small amounts” [8] An early instance of domestic violence is when Eugene beats up his pregnant wife when she refuses to visit the Priest after mass. It is Kambili who remains a passive witness to it,

I was in my room after lunch, reading James chapter five, when I heard the sounds. Swift, heavy thuds on my parent's hand-carved bedroom door. I

imagined the door had gotten stuck and Papa was trying to open it. If I imagined it hard enough, then it would be true...I heard the door open. Papa's gait on the stairs sounded heavier, more awkward than usual [...] Mama was slung over his shoulder like the jute sacks of rice his factory workers bought in bulk at the Seme border. [8]

Adichie, through her graphic imagery, shows how gender violence borders on blood and gore as in the event which transpires after this sequence of ruthless abuse, Kambili and Jaja are seen cleaning "up the trickle of blood, which trailed away as if someone had carried a leaking jar of red watercolour all the way downstairs." [8] Kambili's narration of violence in her family is steeped in a miasma of passive naivety as a result of years of psychological and physical trauma. Religion plays an integral part in the subtext of violence. Adichie illustrates how the man appropriates religion as a justification for violence against his family. Eugene's religious fanaticism comes across as a facile justification for his unending abuse, and the irony lies in the fact that in portraying himself as an agent of God, he is merely a cruel dictator, asserting time and again his patriarchal dominance over his household. Adichie herself spoke about the importance of religion in an interview –

Religion is such a huge force, so easily corruptible and yet so of doing incredible good. The streak of intolerance I see masquerading itself as faith and the way we create an image of God that suits us, are things I am interested in questioning...Religion in this novel is seen to have evolved from man's relationship with his God, to a tool for violence. [9]

The intergenerational conflict presented in *Purple Hibiscus* echoes that which has been presented by Achebe in *Things Fall Apart*. Both relationships are marred by religious differences. Okonkwo's relationship with his son Nwoye is blighted when the latter subscribes to the new religion inducted by the whites and in Adichie's novel, Eugene's relationship with his father is strained because his father refuses to endorse Eugene's brand of Catholicism. When Kambili traverses on forbidden territory by visiting her grandfather, Eugene punishes her by baptizing her in scalding hot water,

He lowered the kettle into the tub, tilted it toward my feet...I saw the moist steam before I saw the water. I watched the water leave the kettle, flowing almost in slow motion in an arc to my feet. The pain of contact was so pure, so scalding; I felt nothing for a second, and then I screamed. [8]

Violence comes as a narrative refrain served in a platter of patriarchal supremacy. It is astonishing to observe how Achebe's narrative of pre-colonial Nigerian society

resonates with Adichie's post-colonial Nigerian setup as women retain their role as a passive-witnesses to violence perpetrated by the man against other women. Just as Okonkwo's wives helplessly witness him thrashing their co-wife, so does Beatrice when her daughter is almost being pummelled to her death by Eugene. bell hooks (1984) in her essay 'Feminist Movement to End Violence' pinpoints the extant anointed hegemonic social hierarchy to be the fountainhead of such unrestrained battering of women,

While male supremacy encourages the use of abusive force to maintain male domination of women, it is the Western philosophical notion of hierarchical rule and coercive authority that is the root cause of violence against women...It is this belief system that is the foundation on which sexist ideology and other ideologies of group oppression are based; they can be eliminated only when this foundation is eliminated. [10]

IV. WOMANISMS IN PURPLE HIBISCUS

Aunty Ifeoma channels a completely different brand of womanism when seen in contrast with Beatrice and Kambili's subdued femininity. As a professor in a university, she is much more sensitised to the plight of women than her sister-in-law Beatrice. She has not the flamboyance of wealth like her brother Eugene, but her cramped apartment in Nsukka provides a warmth of kinship and bonding which Kambili had never felt in her father's house. In Nsukka Kambili and Beatrice is exposed to the ideology of freedom that alters their perception and subsequently the course of their fate. Kambili overcomes her silence and Jaja learns to protest against his father's tyranny and the seeds of vengeance is sown in Beatrice, nourished by all her anguish and grievance, which will germinate into a plot of murder – the only way, Beatrice realizes, that she can rid herself of her husband's torture. The purple hibiscuses grown by Ifeoma emblemizes and prefigures a liberation from patriarchal domination that Beatrice and her children will undergo. Thus, Kambili ruminates,

I lay in bed after Mama left and let my mind rake through the past, through the years when Jaja and Mama and I spoke more with our spirits than with our lips. Until Nsukka. Nsukka started it all; Aunty Ifeoma's little garden next to the veranda of her flat in Nsukka began to lift the silence. Jaja's defiance seemed to me now like Aunty Ifeoma's experimental purple hibiscus: rare, fragrant with undertones of freedom. [8]

Ifeoma vocalizes the climate of oppressive encumbrances in both the political and domestic planes when she articulates:

"When do we speak out, eh? When soldiers are appointed lecturers and students attend lectures with guns to their heads? When do we speak out?" [8] Adichie performs a dexterous orchestration in paralleling the political predicament of the nation with the predicament of the household – both under the manoeuvring of inhuman militant forces, the man being at the apex of all brutality. Adichie has presented Beatrice as the stereotype of the idealized African wife, and through her voices the traditional narrative of women being dependent on men for security: "A woman with children and no husband, what is that?" [8] But she is able to rise from her marginalized position when for the sake of her children and herself, she poisons her husband slowly over time which ultimately kills him. Even though it is a passive resistance to patriarchy, she is able to transcend the deeply ingrained fear of the woman without a man, and she fearlessly confesses,

I started putting poison in his tea before I came to Nsukka. Sisi got it for me; her uncle is a powerful witch doctor. [8]

The typical thinking of a conventional African man about a stereotypical African woman, with all her meekness and obeisance, is also seen in Buchi Emecheta's novel *Joys of Motherhood*, where in an argument between Nnaife and NnuEgo, the former asks his wife not to question his manhood and reminds her of her marginalized status in the household,

[W]hat did you say? Did I not pay your bride price? Am I not your owner? You know the airs you put on are getting rather boring. I know you are the daughter of Agbadi, pity he didn't marry you himself and keep you by his side forever. If you are going to be my wife, you must accept my work, my way of life. [11]

This sense of ownership of the wife comes from an assurance of her dispossessed state. In *Purple Hibiscus*, Beatrice's inability to protest against her husband is rooted in her financial dependence on him, and she is unable to go against culturally accepted norms as well. Being illiterate and without any skills of her own, she remains bound to be complicit with her husband's routine abuse. Violence against women who are impeded from speaking out for compulsions ranging from strong adherence to patriarchal cultures or financial dependency on the abuser is one of the areas feminist criticism addresses. Beatrice and her sister-in-law, Ifeoma, work together in the novel to create a dynamic and complex representation of the postcolonial Nigerian woman. Adichie presents two women who are essentially opposing models of postcolonial feminism. Beatrice is docile and traditional, yet finds strength to quietly rebel against the power of her husband. Ifeoma is

zealous, strong and vocal about her disapproval of the current gender relations in Nigeria. Alongside these two women figures is the metamorphosis of Kambili. In his article 'Changing Borders and Creating Voices: Silence as Character in Chimamanda Ngozi Adichie's *Purple Hibiscus*' Ogaga Okuyade (2009) comments –

the growth process of the protagonist, Kambili, as she struggles to make her mouth function within the totalitarian temperament of her father's home...she seems to be a mere observer and victim, but as the novel drags towards its denouement, she realizes her voice and role in the home after her awakening [12]

V. CONCLUSIONS

Adichie's *Purple Hibiscus*, thus, serves as an apt explication of bell hooks' theorization on 'Gender Violence'. It is indeed, as bell hooks has put it, "patriarchy [which has] allowed all men to completely rule women in their families, to decide their fate, to shape their destiny", and it is therefore that men "could freely batter women with no fear of punishment." Adichie's work reveals the gender dynamics at work and how it is even affected by other social factors like religion, class, power, and authority. The brand of masculinity represented by Eugene is an accurate portrait of African masculinity in postcolonial Nigeria. The final triumph that Adichie grants her tormented women protagonists is a bold statement on feminine liberation from the incarceration of socially legitimized patriarchy.

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Subtitle Translation from the Perspective of Multimodal Discourse Analysis: A Case Study of The Big Bang Theory

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Received: 07 Nov 2022; Received in revised form: 18 Nov 2022; Accepted: 19 Nov 2022; Available online: 30 Nov 2022

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Abstract— This paper, taking the subtitle translation of an American comedy *The Big Bang Theory* as the object of the study, selects the subtitle translations of some typical clips. Based on the integrated framework of multimodal discourse analysis proposed by Professor Zhang Delu, the subtitle translation is analyzed from four levels including culture, context, content, and expression. This paper concludes that multiple modalities interact each other in complementary ways. The interactions between multiple modalities help viewers better understand subtitle translation. Subtitle translation, together with other modalities, helps viewers grasp the plot of the TV series. The author hopes that this study can provide some reference for subtitle translators.

Keywords— subtitle translation, *The Big Bang Theory*, the integrated framework of multimodal discourse analysis, multiple modalities.

I. INTRODUCTION

The multimodal discourse analysis that emerged in the West in the 1990s overcame the limitation of discourse analysis focusing only on the linguistic level. Like language, other semiotic systems including images, sound, technologies, and colors also have communicative meaning. The research of multimodal discourse analysis is still expanding. It's acknowledged that films and TV series are artistic manifestations that integrate multimodalities such as language, visual modalities, and auditory modalities. While movies and TV series are the bridge for us to comprehend the culture of the Western world. Subtitle translation represents a bridge for intercultural communication. Many excellent foreign TV series have received much attention in China, which can be attributed to subtitle translation. The analysis of subtitle translation of the *Big Bang Theory*① from the perspective of multimodal discourse analysis can bring a new research perspective for subtitle translation studies and provide some reference for subtitle translators.

II. THE DEFINITION AND THEORETICAL

Framework of Multimodal Discourse Analysis

Zellig Sabbettai Harris, a famous American linguist, published his paper *Discourse Analysis* in 1952. Until now, it has been 70 years since discourse analysis was put forward. It can be said that discourse analysis is closely related to linguistics and profoundly influenced by linguistics. After the emergence of the concept of discourse analysis, various theories and methods of discourse analysis have been proposed. However, the objects of all these studies focus on the linguistic level itself. Multimodal discourse analysis can help to fill these gaps to a certain extent. For Zhu Yongsheng, modality refers to the channels and media of communication, including language, technologies, images, colors, music, and other semiotic systems. Multimodal discourse analysis emerged in the 1990s, and the main theoretical basis of it is the system-functional linguistics proposed by Halliday, which points out that language is a social symbol with ideational metafunction, interpersonal metafunction, and textual metafunction. After the research of over ten years, multimodal analysis has expanded beyond linguistics to many fields including semiology, philosophy, sociology,

anthropology, politics, journalism, psychology, law, aesthetics, and medicine. The research objects have been extended from linguistic words to a variety of social symbol systems such as music, pictures, images, web design, and architectural styles. (Zhu Yongsheng, 2007)

In the 1990s, international linguistic scholars began to study multimodal discourse. Kress & Leeuwen established a multimodal discourse analysis framework with image analysis based on Halliday's functional grammar theory from the perspective of social semiotics, which mainly analyzes the role of images, sound, and colors in the discourse. (Xu Xiaocui, 2019) In terms of domestic research, the study of multimodal discourse is later than that in foreign countries. In 2003, Professor Li Zhanzi became the first person to conduct domestic research on multimodal discourse analysis, whose article *Social Semiotics Analysis of Multimodal Discourse* explored the framework of multimodal discourse analysis based on systemic-functional linguistics and analyzed the pedagogical significance of multimodal discourse analysis. Domestic scholars have conducted abundant researches on the issue. Therefore, domestic research has achieved fruitful results in multimodal discourse analysis. And the research results can be divided into four aspects including theoretical research, applied researches, pedagogical application research, and research on the construction of the metaphorical meaning of multimodal discourse.

According to Professor Zhang Delu, communication is no longer carried out by virtue of one sense organ. The realization of communication involves auditory, visual, and tactile systems. The discourse produced in this communicative way is multimodal discourse. (Zhang Delu, 2009) Based on the theory of systemic-functional linguistics, he established the integrated framework of multimodal discourse analysis, which consists of four main aspects: cultural level, contextual level, content level, and expression level.

Cultural level: According to the integrated framework of multimodal discourse analysis, the cultural level is the key to the realization of multimodal communication. The cultural level is made up of ideology consisting of thinking patterns, philosophy of living, habits of living, and all the rules of the society, as well as the communicative procedures and others that help realize the ideology. (Zhang Delu, 2009)

Contextual level: at the contextual level, communication is subject to the contextual level. The scope of the discourse, the tone of the discourse, and the manner of the discourse are critical contextual factors. (Zhang Delu, 2009)

Content level: The content level consists of two parts: the discourse meaning level and the form level. Apart from

including conceptual meaning, interpersonal meaning, and text meaning which are restricted by different contextual factors. It also includes different formal systems that embody the meaning of discourse, such as language, graphic system, acoustic system, sensory system, and others. There are coordinated and complementary relationships between different formal systems. (Zhang Delu, 2009)

Expressive level: The expressive level refers to the form of expressing discourse in the real world, which includes two categories: linguistic and non-linguistic forms. Linguistic ones include both language itself and other symbols accompanying language during the process of communication; non-linguistic ones include both body language and other forms of language. (Zhang Delu, 2009)

III. SUBTITLE TRANSLATION STUDY

Unlike literature, first and foremost, movies and TV series are the art of images. Another difference differing film and television shows from literary works such as novels is that they are also the art of sound. (Zhang Chunbai, 1998) Unlike written literary language, the language of film and television shows is characterized by its listening, comprehensiveness, instantaneousness, popularity, and non-notation. (Qian Shaochang, 2000) The above characteristics of language of films and television shows determine the uniqueness of film and TV series translation. And different translation strategies and methods should be adopted. Subtitle translation is a very important component of film and television translation, which is worthy of our exploration and research. Subtitle translation can help our domestic movies and TV series further spread to the European and American world. In the mean time, it can also help us absorb and understand the excellent culture of movies and TV series from western countries. It can be said that subtitle translation is a bridge for cultural communication. The definition of subtitle translation proposed by Danish translator Henrik-Gottlieb is relatively complete and scientific. He defines subtitle translation as "the translation of the oral or written source text of audiovisual products into a written target text and its addition to the original text image at the bottom of the screen" (Gottlieb, 1992).

According to the way the information is conveyed, Subtitling is a type of translation activity. And there are two types of subtitles: intralingual subtitles and interlingual subtitles. According to Interlingual translation, while preserving the original sound of the film and TV series, translators convert the source language into the target language, which is commonly referred to as subtitle

translation. The translation version is put on the bottom of the screen. (Li Yunxing, 2001)

According to the survey, the first Western research on subtitle translation was Dollerup's article *On Subtitles in Television Programmes* published in *Babel* in 1974 (Kang Le, 2007). Through literature review, the study of subtitle translation in China is later than that in the West. since Li Yunxing published his article *Strategies of Subtitle Translation* in 1974, which opened the chapter to the study of subtitle translation. Since then, scholars have conducted multidimensional studies on subtitle translation and fruitful results have been achieved. Some scholars have explored subtitle translation from some theoretical perspective while others have discussed the principles and techniques of subtitle translation.

IV. THE INTRODUCTION OF THE BIG BANG THEORY

American series *The Big Bang Theory* is a hit that has gained A high audience rating in China. Since it was broadcast in 2007, the show has contained 12 seasons. The *Big Bang Theory* has been a big success in China in addition to being known locally. This cannot be achieved without subtitle translation, Its subtitle translation also provides a basis for translation researchers. The series, which is set at the California Institute of Technology in Pasadena, California, features a number of intriguing stories centered around four scientists and a stunning girl who lives next door. Sheldon, Leonard, Howard, and Rajesh are the names of these four characters. They are colleagues working at the same school with Howard being an engineer and another three being physicists, as well as close friends with the same hobbies in their private life. Because they are all fond of comics and computer games. Interesting stories happened between them and the neighbor Penny, an intelligent woman with a high emotional quotient.

The show is about work and life, friendship and love. Additionally, we can also comprehend how various civilizations interact with each other. The fact that Rajesh is from India also adds exotic features to the small group. All the protagonists have special qualities and unique personalities that they are eager to display. The overall language style of the play is humorous. The subtitle translation shows that the translator has fully considered culture, context, content, and expression during the translation process. From the perspective of multimodal discourse analysis, the series presents the audience with vivid and touching stories by virtue of language, visual modality, and auditory modality.

V. A CASE STUDY OF SUBTITLE TRANSLATION OF THE BIG BANG THEORY

5.1 Cultural Level

Professor Zhang Delu believes that the cultural level is an important aspect of multimodal communication, including the ideology consisting of thinking patterns, philosophy of living, habits of living, and all the rules of society, as well as the communicative procedures or others that help realize this ideology. (Zhang Delu, 2009) Culture is derived from social reality. China and the United States differ in the political landscape and economic growth significantly. The two nations' cultures are different from one another. Some cultures familiar to audiences in Western countries may be unfamiliar to Chinese people. Therefore, when translating, translators should take into account the differences between Chinese and Western cultures and consider the cognitive ability and acceptability of the target language readers during the translation process. In order to better realize the cross-cultural communication of subtitle translation, translators also need to pay attention to cultural elements in addition to adopting specific translation strategies and translation methods.

Example:

Sheldon: What are you doing here?

Mrs Cooper: Lenard called, and he said that you were pining for a young lady.

Sheldon: Oh, that's preposterous.

Mrs Cooper: Oh, lambchop, we can quibble what to call it, but I think we can agree it's creepy.

This scene takes place in the S04E03. Sheldon feels depressed after Sheldon and Amy split up. But he doesn't believe he has split up and started keeping cats. A group of them are eventually raised by him, and he gives them Jewish names. His roommate Leonard was so worried that he called Sheldon's mother who was far away in Texas, asking her to come over. Sheldon and his mother were speaking during the conversation. Mary said "he said you were pining for a young lady", "pin" literally means "to make someone unable to move by putting a lot of pressure or weight on them".

If the translator translates literally, the reader will not understand what she is saying. Taking into account the Chinese culture, the translator translates it as “为伊人消得人憔悴”. The phrase “为伊人伊消得人憔悴” is a familiar expression in Chinese culture. The expression is taken from a famous passage by Northern Song Dynasty poet Liu Yong that describes the sadness of missing a loved one. The play's narrative states that Sheldon is devastated

by the split. It is a spooky situation based on Sheldon's peculiar behavior and the video's pictures. Watching the visual modality including the images and sound, the auditory modality, and this subtitle translation, the reader will better appreciate the meaning of the sentence in the original text. On a cultural level, the subtitle translation accurately conveys the most effective message to the audience in a particular cultural context, allowing the target readers to better understand and appreciate it.

5.2 Contextual level

At the contextual level, Professor Zhang Delu argues that communication is subject to the contextual level. The contextual factors are determined by the scope of discourse, the tone of discourse, and the ways of discourse. (Zhang Delu, 2009) The television series *The Big Bang Theory* is broad multimodal communicative scenes in which communicative manners are performed in particular settings. The emotion of the characters can be observed through their tones, expressions, and ways of speaking in the drama. The audience can obtain some communicative information from visual and auditory modalities. When translators engage in subtitle translation, they should conform to the context so that they can precisely describe their characteristics such as characters' feelings and states of mind.

Example:

Leonard: I don't want it better.

Sheldon: Well, that speaks volumes, doesn't it? All right, I suppose I'll go put on my bus pants.

Leonard: What the hell are bus pants?

Sheldon: They are pants one wears over one's regular pants when one sits on bus seats that other people have previously sat on. But perhaps from your lofty heights atop the corporate ladder, you've lost touch with the struggles of the common man.

Leonard: Look, I'm still happy to drive you to work. We're still friends.

Sheldon: Except you identified me, your best friend, as a gangrenous limb that needed to be severed from the organism and tossed away. The desperate act of a little man with a big Napoleon complex.

Leonard: You know what? Go put on your bus pants.

The episode is from S04E12. According to the integrated framework of multimodal discourse analysis, at the contextual level, Sheldon is angry with Leonard because of the last cooperation over the project. Thus he kept making the project better. In fact he was fired by Leonard who refuses to adopt Sheldon's strategies. Sheldon completely annoys Leonard. The original expression was translated

into "公交裤是什么玩意". Leonard's tone of voice and facial expression show that Leonard was quite angry and looked back at Sheldon hopelessly. The visual modalities of the video, the character's actions, and the characters' tone of voice mix together. The translation "公交裤是什么玩意" perfectly conforms to the communicative context of the play.

5.3 Content level

At the content level, according to Zhang Delu (2009), the content level consists of two parts: the discourse meaning level and the form level. The content level incorporates both conceptual meaning, interpersonal meaning, and text meaning subject to distinctive contextual factors and different formal systems that embody the meaning of discourse such as language, graphic system, acoustic system, and sensory system. Additionally, there are links between various formal systems that are coordinated and complementary.

Example:

Leonard: So, if any of you are considering going into experimental physics, my door is always open. Once again, I'm sorry that the demonstration didn't quite work out, but now we know what happens when you accidentally spill peach Snapple into a helium-neon laser. And now to tell you about the theoretical physics department is Dr. Sheldon Cooper.

Sheldon (off): Forget it.

Sheldon, we both agreed to do this.

Sheldon (off): It's a waste of time. I might as well explain the laws of thermodynamics to a bunch of labradoodles.

The scene is from the E6S2, and Sheldon is adamantly opposed to instructing the physics students. He thus prefers to remain hidden. The episode's context is that Sheldon is compelled to instruct the physics students. Sheldon's refusal to impart knowledge is the message being sent in this exchange. The main character's acts in the series and hesitant tone of voice work well together and inject the play with a lot of humor. The translator should take into account the formal system of expressing different discourse meanings during the translation process, so as to show the main character's attitude. The subtitle translation team gives a simple and easy translation "我还不如给一群拉布拉多狗讲热力学定律呢", which complements other modalities. The audience can understand more clearly and appreciate the main character's discontented attitude at this moment.

5.4 Expression level

The expression level consists of linguistic and non-linguistic categories, as can be observed from the

integrated multimodal discourse analysis framework. Linguistic ones include both language itself and other symbols accompanying language during the process of communication; non-linguistic expressions include both physical and non-physical ones. The physical expressions include factors such as facial expressions, gestures, and movements; the non-physical ones include PPT, laboratories, online platforms, physical objects, sound, and booths for simultaneous interpretation and others. (Zhang Delu, 2009) The TV series The Big Bang Theory presents viewers with a rich variety of multimodal forms. In addition to pure language, non-verbal systems also have an influence on subtitle translation, such as facial expressions, gestures, actions, and environmental features. They constitute communicative meaning. In the process of source-to-target language conversion, subtitle translators should take into full consideration the factors of intonation, tone, facial expressions, gestures, movements, and the layout of screen space and other media features that complement the communicative message.

The title of the series is The Big Bang Theory, which literally means “大爆炸理论”. The title can be referred to as modern cosmology. By watching the show's poster, the main characters are seen eating and chatting in the living room. And the show mainly depicts the lives of the main characters. According to the introduction of the plot, it revolves around the occurrence of interesting stories that happen among them. Therefore, the translation of “生活大爆炸” is a pun, embodying a very accurate understanding that achieves linguistic equivalence and conforms with the message conveyed by other modalities such as images and music.

In The Big Bang Theory, the English and Chinese subtitles are presented at the bottom of the screen with English at the bottom and Chinese at the top. This takes into account the audience's habits. The subtitle translation must appear at the same time like source language and the subtitles must stay long enough for the viewer to read the information. Typically, English subtitles should be limited to a maximum of two lines; Chinese subtitles should not exceed one line at most. Sometimes subtitle translations are constrained by limited space, so at the expression level, the translators add some background knowledge of some expressions by placing them on top of the screen. This allows the information to be conveyed within a specific time limit and also helps the reader to understand.

Example:

Raj: So then, I went to Cambridge, which was wonderful.

Not only because it's a good school.

But because it totally looks like Hogwarts.

That's where I fell in love with astronomy.

The episode is from E17S06. When Raj makes acquaintance with Lucy. They go to the coffee shop for chatting. Apparently, Raj is introducing himself to Lucy. When talking about the university he attended. He said: “But because it totally looks like Hogwarts”. The sentence was translated into “是因为那里看起来超像霍格沃茨的呢”. In addition, additional background information “小说《哈利波特》中主角们就读的学校” was put at the top of the screen. Considering space limitation, the method is feasible.

Example:

And, oh, yes, In a moment filled with biblical resonance, pride went before my fall,

Causing my Flash 123 to go with to Wolowitz.

The scene is from the E02S03.TV series integrate various modalities. people can get part of the information from visual and other modal systems. Because subtitle translation is limited by spatial factors, translators can adopt more concise and simple words, such as idioms during the translation process. These cultural words have been refined over thousands of years. In this context, Sheldon and Howard disagree over the name of an insect and they start a cricket bet. It turns out that Sheldon loses. The video shows Sheldon's facial expressions and movements. “Biblical resonance” refers to “圣经的，与圣经相关的”. In the west, people regard the Bible as a book of wisdom. The translator translates it as “在一个充满了醍醐灌顶的时刻，所谓骄兵必败”. In Chinese culture, Buddhists use the metaphor “醍醐灌顶” to express wisdom. With wisdom, people can be enlightened and completely awakened. It can be said that the subtitle translation is as good as the original text. Moreover, this expression is simple and easy to understand, conveying the meaning of discourse in the episode accurately, which can help the audience to grasp the plot quickly.

VI. SUMMARY

The meaning of the overall discourse is composed of multiple modalities, such as language, visual system, and auditory system. In the process of multimodal discourse translation, it is sometimes difficult for one modality to fully convey the meaning of the discourse. And multiple modalities interact with each other to form the overall meaning of the discourse. Based on the integrated framework of multimodal discourse analysis proposed by Professor Zhang Delu, this paper adopts the method of case study analysis to explore the subtitle translation of The Big Bang Theory at the cultural, contextual, content,

and expression levels. The paper finds that the subtitle translation of the TV series is influenced by modalities such as language, images, sound, and colors, and also collaborates with these factors to convey accurate and adequate communicative messages to the audience. The author hopes that this study will help Chinese viewers better appreciate and comprehend the TV show and provide references for Subtitle translators

Notes:

- ① The subtitle translation is from Youku's official subtitle

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Firm probability: Does Capital Structure have influence on Firm Profitability?

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Received: 07 Nov 2022; Received in revised form: 19 Nov 2022; Accepted: 26 Nov 2022; Available online: 01 Dec 2022

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Abstract— *The purpose of this study was to examine the impact of capital structure on company profitability using a representative sample of 162 businesses. Researchers in the Kurdistan area of Iraq took a quantitative approach to assessing the role that capital structure (corporate governance, ownership structure, and constructive thought patterns) plays in ensuring that local businesses maintain a competitive edge over their rivals. The study's sample was drawn at random, and it was conducted in a number of different areas across the Kurdistan region of Iraq. Out of 175 surveys distributed, only 162 were returned with complete responses. Based on the findings, the strongest correlation was found between corporate governance and business profitability, whereas the worst correlation was found between ownership and firm profitability. As a consequence of our analyses, we conclude that debt should be used only as a last resort by financial managers. More controlled variables, larger samples, and longer time period data might all be added to the regression models used in this study to improve the quality of our findings. There is flexibility in the choice of metrics and approach.*

Keywords— *Capital Structure, Firm, Profitability.*

I. INTRODUCTION

One of the primary strategic goals of industrial firms is to achieve the highest possible level of profitability (Mahmood et al., 2022). The hypothesis has been around for quite some time and continues to serve as the primary focal point of economic activity within corporations (Faeq, 2022). The reader's analysis of microeconomics leads them to the conclusion that maximizing one's profits should be the primary focus of any and all business endeavors (Ismeal et al., 2021). Because of this reason, this goal has been closely linked to the owner (Faeq et al., 2020), who has been successful in accomplishing this purpose by taking into account the objectives of financial managers or financing decisions (Anwar & Shukur, 2015). These objectives

frequently seek to change such decisions in order to satisfy the demands of consumers and increase profitability within businesses. On the other hand (Hamad et al., 2021), the willingness of the financial administration to maximize advantage is quite straightforward in terms of its meaning and computation, and it should take into consideration and account all of the important aspects that have a major impact on the situation (Faeq et al., 2021). Benefit is the economic reason for the ongoing existence of every business in economic life; therefore, achieving this objective is significant due to the fact that this benefit is the reason for the aim itself. In addition to this (Anwar, 2016), it is a reliable metric for gauging the performance of the economic system as a whole. In addition to this, it is an important resource for the organization's internal funding (Gardi et al.,

2021). The realization of this objective and the subsequent engagement in legislative action therefore show the success of the decisions regarding finances (Faeq et al., 2022). The selection of the financing system with the appropriate mix of issuers to borrow funds from and property funds to purchase assets is one of the most important financial management decisions (Hameed & Anwar, 2018). This is one of the most important decisions that must be made. This guarantees that there is a capital mix that can lead to an improvement in profitability, which in turn enables us to calculate the structure of the influence on the firm's profitability that will be caused by the various factors (Qader et al., 2021). The Trade-off Theory (TOT) is a component of both the theory of capital structure and the parameters that have an impact on the decision-making process that occurs during the emergence of a business's need for financial backing (Faeq et al., 2022). This theory places primary emphasis on conditions such as the costs of bankruptcy, the agency, and the tax shield. When compared to other theories, such as the Pecking Order Theory (POT), which are based on the comparability or heterogeneity of information, the information that is shared between businesses and investors is asymmetrical. The Market Timing Theory (MTT) (Anwar, 2017), on the other hand, is dependent on the timing of the company's funding requirements as well as the circumstances that are applicable at that moment (Hamza et al., 2021). These theories have been tested in a variety of ways in an effort to gain a better understanding of the decision-making process regarding funding, and the results have varied, resulting in a majority with a few notable variances as to how an organization chooses its capital structure (Faeq et al., 2022). The gap between theory and reality is already rather wide, and we require a deeper understanding of the situation. Hamad et al. (2021) argued that many of the conditions that have an effect on the capital systems of developing nations do not have a statistical relevance that allows them to explain the financing choices of the least developed countries (Faeq, 2022). This is because developing nations tend to have smaller sample sizes than more developed nations. This condition has led to a kind of multi-resolution analysis of the financing, a multiplicity of considerations that affect the organization and its directors, making it impossible to determine a single factor responsible for interpreting the financing decision, which makes it more difficult to understand than it would have been otherwise (Faeq, 2022). As can be observed, the decision on financing is influenced by the heterogeneity of knowledge that exists between managers and investors; the gap in financial literature that exists between these two groups is the root cause of the differences in the decisions that are made about financing (Abdullah et al., 2017).

II. LITERATURE REVIEW

This paper will review a number of studies that analyze how changes to the capital system affect the performance of businesses (Hamza et al., 2021). Different research has found conflicting conclusions about the link between the capital structure and the firm's performance. Research conducted by Anwar and Balcioglu (2016) examined the activities of businesses investing in academia (Faeq & Ismael, 2022). Analysis of the financial system's impact on the success and worth of businesses According to the results of the research, several businesses have increased their market value by adjusting their capital structure (Anwar & Shukur, 2015). The chemical business was the focus of an investigation by Vu et al. (2020), who looked at 12 companies listed on the New York Stock Exchange between 2009 and (Aziz et al., 2021). Mathematical research revealed asset sales to be inconsistent with the hypothesised link between the firm's capital structure and financial outcomes (Faeq, 2022). According to the data, there is a negative impact on ROA from the observed positive link between ROA and the shift (Anwar, 2017). Textile firms in Pakistan that were shareholders according to Anwar & Shukur, 2015 (Qader et al., 2021) This thesis sets out to investigate the link between capital structure and economic performance. The article provided evidence of a beneficial relationship between the capital structure and the shareholder. Six companies providing financial services and listed on the stock exchange in the time period studied by Nkak (2020) were chosen as representative samples (Faeq & Ismael, 2022). The output-capital structure link was evaluated using the correlation coefficient and regression. The research showed that the measurement was statistically significant in virtually all firm relationships between equity return and equity debt (Sabir et al., 2021). Also, it showed that a high debt-to-assets ratio is correlated negatively with a low return on equity (Anwar, 2016). Capital structure was a key factor in the success of banks during a ten-year time frame, as investigated by Ali (2021). (Faeq & Ismael, 2022) In order to estimate the connection between capital structure and banking model success, multiple regression was performed. Long-term capital debt and a net debt-to-capital ratio over a short time frame were two of the drivers of the capital structure, while asset returns, equity returns, and equity returns were used to compute the output (Sorguli et al., 2021). The capital determinant structure was discovered to have a significant impact on the prosperity of the banking sector. Anwar and Shukur (2015) base their findings on data from 2014–2015 for publicly traded industrial businesses (Anwar & Surarchith, 2015). This study's primary objective was to describe the connection between the firm's capital structure and its performance (Ismael, 2022). Annual report

data is interpreted using correlation and regression analysis (Faeq & Ismael, 2022). The results showed that the capital structure has a major impact on total profit and return on equity (Anwar et al., 2022), while the relationship between net profit, gross profit, and return on assets is less clear. The relationship between the gross profit margin and the return on equity was found to be primarily linked to the ratio of debt assets to the capital structure. For their study, (Anwar & Ghafoor, 2017) looked at data from a number of banks that were traded on the Stock Exchange between 2014 and 2016. The study's stated objective was to investigate the impact of capital structure on output (Ismael, 2022). The analysis employed panel data to test its assumptions through the use of fixed and random effect models and methods (Faeq & Ismael, 2022). Using metrics like return on assets, return on equity, and earnings per share of net income (Abdulrahman et al., 2022), the study found that capital structure as assessed by assets and liabilities had a positive and statistically significant effect on banks in Jordan (Anwar, 2017). In terms of land rights in relation to assets, the results showed a positive effect and a sizable return on assets, as well as an unfavorable impact of statistical significance on both earnings per share of net profit and return on equity (Faeq, 2022), whereas bank size has a statistically positive effect on bank profitability. In their analysis of 85 enterprises in the nation's capital, (Ismael et al., 2022) found that the capital structure had a significant effect on the firms' financial profitability (2014–2019). Based on the equity income measure, the study concludes that the capital framework positively affects financial production (Anwar & Climis, 2017). Meanwhile, ROE reduces EPS as it is calculated from net profit rather than total revenue. Throughout a number of years, (Qader et al., 2022) analyzed data and determined how different capital structures affected the profitability of Indian banks (Ismael, 2022). Using regression analysis, he looked at how these factors interacted and found that short-term debt was positively related to profitability as measured by return on equity. In this study, Anwar and Ghafoor (2017) surveyed businesses that operated during the years (2012–2014). In this study, we set out to understand how capital structure affects a company's performance (Anwar & Louis, 2017), and we found that a negative correlation exists between financial leverage and profitability (Akoi et al., 2021). Researchers applied multiple regressions to profitability metrics like asset returns and profit margin measurement (Ismael, 2022), short-term debt to total assets, long-term debt to total assets, and total equity capital structure variables to evaluate the impact of the capital system on the profitability of manufacturing firms (Sadq et al., 2020). The results indicated a statistically significant negative correlation between short-term debt and total assets, yield

on assets, operating margin, and total debt (Ismael, 2022). All three iterations of the capital structure were shown to have adverse impacts on profits before interest and taxes, returns on assets, earnings per share, and net profit margins (Faeq et al., 2022). This was true regardless of whether the ratio of liabilities to total assets was short- or long-term (Qader et al., 2022). The capital structure's effect on Palestinian financial institutions' profits was analyzed using multiple linear regressions by Faeq & Ismael (2022). According to the study's findings, banks' stock valuations and the rights to their impact assets benefited significantly from their net equity deposits and the yield on investment. However (Akoi & Andrea, 2020), banks' financial efficacy has not changed as a result of reserve and savings loans. securities-based correlation analysis and regression of financial statements by Faeq et al. (2021) to investigate the connection between capital structure and profitability. According to the results, financial leverage correlates positively with both financial performance and firm size. Using CT time series slope data, Sabah et al. (2022) examined the connection between listed banks' capital structures and their financial profits during 2016–2018. Researchers found that banks' asset revenue and equity income were negatively impacted by financial leverage (Ali et al., 2021), as measured by gross loan entitlements to owners and short-term debt. Anwar (2016) conducted a poll of relevant businesses (2012–2015). The research set out to determine the optimal capital structure for a given level of risk, with the end objective of improving institutional effectiveness (Faeq & Ismael, 2022). The research showed that when a company owns its own capital structure, output is rationalized and ROE improves (Ali et al., 2021). Over a five-year period, Jamil et al. (2022) analyzed annual data to determine which capital structure was most effective for firms. The data demonstrated a favorable correlation between a company's production and its turnover, scale, age, and asset size (Akoi et al., 2021). Furthermore, real assets have a significant negative relationship with return on investment. A Sadq et al. (2020) studied businesses in Jordan in order to determine how HRM practices affect profitability and worth. Using a metric that takes into account both demand and profitability (Akoi & Yesiltas, 2020), he found a positive correlation between economic and corporate size and rising profits (Jamil et al., 2022). According to the data, cautious investing strategies benefit from a company's value and long-term viability (Saleh et al., 2021). Short-term debt to total assets, as well as long-term debt to total assets, were found to have a significant bearing on a company's capacity to turn a profit (Faeq, 2022). Capital structure and long-term performance in the building industry were topics of study for Ali et al. (2021). A correlation between capital configuration and performance

was found using a mathematical analysis of the study's characteristics. Hamad et al. (2021) compiled research on the impact of corporations' capital structures on their bottom lines. The results showed that capital structure is inversely related to financial performance. Working capital management's effect on profits was the subject of Anwar and Shukur's (2015) investigation at the Stock Exchange. Capital management was shown to be a major factor in the stock price of companies since it has a direct impact on their ability to stay in business. Therefore, companies may strike a fine equilibrium (Ismael & Yesiltas, 2020). The issue lies in the tension between maximizing profits and minimizing risk to the capital structure. The analysis of these findings was accomplished by data processing methods in this study. Abdullah et al. (2017) evaluated organizations over the course of three years (2015–2017) to look into how well they handle their working capital and how it affects their bottom line (Gardi et al., 2021). They arrived at this conclusion after finding a negative correlation between working capital management factors. These companies' financial managers will improve shareholder capital by shortening the cash exchange period, decreasing the number of days inventory is held, and decreasing the number of days accounts receivable are outstanding. Anwar (2017) approached the schedules of 88 New York Stock Exchange companies for the years 2015–2017 to analyze the elements that affect the correlation between capital management and business profitability (Ismael et al., 2022). Gross operational profit is found to have a statistically significant relationship with the cash exchange period's viability. Proper handling of cash transfers is essential for financial management to limit the growth of accounts receivable and maximize profit (Qader et al., 2021). Ismael et al. (2022) examined the correlation between a company's financial structure, ownership, and performance over time. According to the findings, the increase in stock prices may be attributed to borrowing for the capital structure (Hamza et al., 2021). The study also noted that while the profitability of leverage is positive, firms are increasing their reliance on debt (Hussein et al., 2022). Anwar (2017) looked at the stock market schedules of numerous companies. Factors of operational capital management that affect profitability have been examined. The average minimum rectangle was gathered through the application of Pearson and Spearman correlations (Faraj et al., 2021). He hypothesized a negative association between the age of debtors and profits, but a positive one between the time it takes to convert debt into equity and the profits of the selected businesses.

Numerous methods of expressing the magnitude of a company's net assets, yearly sales, revenue, and total number of jobs may be found in the financial reporting literature (Hamad et al., 2021). The company's worth will

be determined using the conventional logarithm of its entire assets. The capital structure is heavily influenced by the size of the organization, which is given high priority (Faeq et al., 2021). As a result, larger institutions benefit from greater earnings diversification and less volatile annual earnings, which in turn reduces the financial liabilities associated with them (Hamza et al., 2022). This makes it easier for them to tolerate a high proportion of debt in oversized businesses with a smaller capital structure (Abdalla Hamza et al., 2021). According to the TOT hypothesis, then, the higher the leverage ratio in a company's capital structure, the better (Sadq et al., 2020). The age of a firm may be measured in terms of both the profitability of its operations and the length of time since the company was founded. Cappa et al. (2020) say it may be expressed as the natural logarithm of the number of years, as many scholars believe that even a single additional year of a company's existence is a stronger signal of the firm's longevity and, therefore, its capacity to borrow debt. On the other hand, POT predicts an inverse relationship between firm age and leverage. Since young businesses have a substantial information gap, they are free to pursue less hazardous forms of funding for this issue, such as debt (Ahmed & Faeq, 2020). Using a return on assets, calculated as pretax profit divided by total assets, provides insight into a company's profitability. Since the firm's earnings have a direct impact on the company's financial risk, this metric has proven to be the most popular in studies testing the variables that shape the capital structure and the importance of that aspect. A more prosperous business has a lower risk of defaulting on its debt, which means it can borrow more money and potentially save more money in taxes (Jamil et al., 2022). Conversely, if the business is able to finance its operations and the growth of its revenue, its profitability will increase and its reliance on external financing sources will decrease. This is because businesses with high profits can borrow more money and take advantage of tax breaks associated with doing so (Hameed & Anwar, 2018). For the TOT hypothesis to hold, there must be a positive correlation between a company's profits and its level of debt (Jwmaa et al., 2022). The POT hypothesis, meanwhile, states that successful businesses would use their revenues to expand without raising more capital. It also implies that a company's profitability declines as the ratio of its leveraged capital structure increases. The liquidity ratio is an assessment of the firm's liquidity that is calculated by dividing the current assets by the total assets (Sadq et al., 2021). For this aim, we will use the liquidity ratio that each company has revealed in their financial statements, as well as the value of this metric according to the canons of financial management literature. As the company's risks decrease, its liquidity improves. Consequently, TOT

contends that there is a strong correlation between a company's liquidity and its debt, but POT maintains that the firm enjoys the strong liquidity it needed to fund its operations and that the corporation will not need to borrow money to finance its demands (Khanh et al. 2020). That suggests that the more leverage there is in a firm's financial structure, the less liquid the company is. According to Anwar (2017), the proportion of fixed tangible assets may be calculated by dividing the value of fixed assets by the value of all assets. Increases in the ratio of tangible capital assets in the company lead to an increase in valuation; hence, this factor plays a significant role in the decision to fund the firm. The company's negotiating position is strengthened by liquidation, as the company's fixed assets are more likely to keep their value during the liquidation process than its intangible assets (Duran & Stephen, 2020).

III. METHOD

The investigation took place at Erbil-based businesses. Studying how capital structure (corporate governance, ownership structure, and constructive thought patterns) affects a company's ability to maintain a competitive edge, the researchers adopted a quantitative methodology. A questionnaire was used to assess the current thesis. What the researcher is willing to accept as a method for selecting things to survey is known as the sample design. We used a random selection technique to choose our research participants from across the Kurdistan region of Iraq. After sending out 175 surveys, only 162 were returned with complete responses. Capital structure (corporate

governance, ownership structure, and constructive thought patterns) is studied to determine its effect on enterprises' ability to maintain a competitive edge in the Kurdistan area of Iraq. On a scale from "not significant at all" to "very important," respondents were asked to assess the significance of each item.

Hypothesis one: There is a significant relationship between corporate governance as element of capital structure with firm Profitability.

Hypothesis two: There is a significant relationship between ownership as element of capital structure with firm Profitability.

Hypothesis three: There is a significant relationship between floatation as element of capital structure with firm Profitability.

IV. FINDINGS

This study aimed to quantify the effect of capital structure (including corporate governance, ownership structure, and constructive thinking habits) on the ability of enterprises in Iraq's Kurdish area to maintain a competitive edge over their rivals over the long term. The researchers established three independent variables as self-leadership abilities (corporate governance, ownership structure, and constructive thought patterns) to quantify capital structure as intangible resources for company profitability. The enterprises in the Kurdish area of Iraq were studied, and basic regression analysis was used to determine the effect of each independent variable on profitability.

Table 1: KMO and Bartlett Sphericity Test of Self-rating Items

No	Factors	N of items	Sample	KMO	Bartlett test	
					Chi-Square	Sig
1	Corporate governance	10	162	.829	6021.3	.000
2	Ownership structure	11	162			
3	Floatation	10	162			
4	Firm Profitability	12	162			

As we can see in table (1), the outcome of KMO is .829 which is higher than .001 this indicates that the sample size used for the current study was more than adequate.

Furthermore, the result of Chi-Square is 6021.3 with the significant level .000.

Table 2: Factor Analysis

No	Components	Number of Items	N	Eigenvalue	Rotation Sums of Squared Loadings	
					% of Variance	Cumulative
1	Corporate governance	10	162	2.366	19.278	22.326
2	Ownership structure	11	162	4.025	17.285	27.231
3	Floatation	10	162	1.258	21.396	22.966
4	Firm Profitability	12	162	2.74	17.552	20.201

Table (2) demonstrates three independent variables (Corporate governance, Ownership structure, and Floatation) and a dependent variable (Firm Profitability). As for Corporate governance as first element of capital structure, which had ten item explained 19.278% of the total variance. As for Ownership structure as second element of

capital structure, which had eleven items explained 17.285% of the total variance. As for Co Floatation as third element of capital structure, which had ten items explained 21.396% of the total variance. And finally, as for Sustainable Firm Profitability as dependent variable, which had twelve items explained 17.552% of the total variance.

Table 3: Reliability Test (Corporate governance and firm Profitability)

Reliability Statistics		
Factor	Cronbach's Alpha	N of Items
Corporate governance	.748	10
Ownership structure	.761	11
Floatation	.728	10
Firm Profitability	.766	12

As seen in table (3), the reliability analysis for 43 items used to measure the influence capital structure (Corporate governance, Ownership structure, and Constructive thought patterns) to measure the influence on sustained competitive advantage in firms in Kurdistan region of Iraq. The above 43 questions were distributed as follow; 10 items for Corporate governance, 11 items for Ownership structure, 10 items for Corporate governance, and 12 items for Firm Profitability. The researchers applied reliability analysis to find out the reliability for each factors, the findings revealed as follow: as for Corporate governance was found the Alpha to be .748 for 10 questions which indicated that all 10 questions used to measure Corporate governance were reliable for the current study, as for Ownership structure was found the Alpha to be .761 for 11 questions which

indicated that all 11 questions used to measure Ownership structure were reliable for the current study, as for Corporate governance was found the Alpha to be .728 for 10 questions which indicated that all 10 questions used to measure Corporate governance were reliable for the current study, and finally as for Firm Profitability as dependent variable was found the Alpha to be .766 for 12 questions which indicated that all 12 questions used to measure Firm Profitability as dependent variable were reliable for the current study.

First Research Hypothesis

Hypothesis one: There is a significant relationship between corporate governance as element of capital structure with firm Profitability.

Table 4: Correlation analysis between Corporate governance and firm Profitability

Correlations			
Variables	Pearson Correlation	Firm Profitability	Corporate governance
Firm Profitability	Pearson Correlation	1	.701**
	Sig. (2-tailed)		.000
	N	162	162
Corporate governance	Pearson Correlation	.701**	1
	Sig. (2-tailed)	.000	
	N	162	162
**. Correlation is significant at the 0.01 level (2-tailed).			

As it can be seen in table (4), the correlation analysis between corporate governance as a skill of self- leadership as a tangible resource to measure its influence on firm Profitability in firms in Kurdistan region of Iraq. The

finding revealed that the value of Pearson correlation ($r = .701^{**}$, $p < 0.01$), this indicated that there is positive and strong correlation between corporate governance as self- leadership skill and firm Profitability.

Table 5-Model Summary of Corporate governance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.709	.697	.638	.23741
a. Predictors: (Constant), Corporate governance				

Regression analysis is the study of interactions between variables. $Y = f(x_1, x_2, \dots, x_c)$ The aim of regression analysis is to determine how Y can affect and alter X. The Corporate governance approach is treated as an independent variable in this section, while firm Profitability is treated as a dependent variable. The volatility of a comparative advantage will be used to calculate its total difference. The variations are determined by calculating the sum of the squares of the expected competitive advantage values by the

overall mean divided by the number of participants. After dividing the variance by the overall variance of comparative benefit, the researcher discovered the sum or percentage of total differences or variances that are compensated for using regression analysis. The number can range from 0 to 1 and is defined by R Square. The value of R square = .697 as seen in Table (5), indicating that 69 percent of total variation has been clarified.

Table 6-ANOVA of Corporate governance

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	112.521	1	121.025	201.201	.000 ^b
	Residual	32.582	625	.039		
	Total	145.103	626			
a. Dependent Variable: Firm Profitability						
b. Predictors: (Constant), Corporate governance						

Table (6) shows that the F value for Corporate governance as an independent variable =201.201, indicating that there

is a significant relationship between Corporate governance and firm Profitability ($201.201 > 1$).

Table 7-Coefficients Analysis Corporate governance and firm Profitability

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.174	.033		2.652	.000
	Corporate governance	.692	.014	.701	25.451	.000
a. Dependent Variable: Firm Profitability						

Table (7) shows the implications of the first hypothesis: Corporate governance strongly predicts firm Profitability (Beta is weight .701, p.001), implying that Corporate governance would have a clear beneficial relationship with firm Profitability based on these findings.

Second Research Hypothesis

Hypothesis two: There is a significant relationship between ownership as element of capital structure with firm Profitability.

Table 8: Correlation analysis between Ownership structure and firm Profitability

Correlations			
Variables	Pearson Correlation	Firm Profitability	Ownership structure
Firm Profitability	Pearson Correlation	1	.633**
	Sig. (2-tailed)		.000
	N	162	162
Ownership structure	Pearson Correlation	.633**	1
	Sig. (2-tailed)	.000	
	N	162	162
**. Correlation is significant at the 0.01 level (2-tailed).			

As it can be seen in table (8), the correlation analysis between ownership structure as a skill of self- leadership as a tangible resource to measure its influence on firm Profitability in firms in Kurdistan region of Iraq. The

finding revealed that the value of Pearson correlation ($r = .633^{**}$, $p < 0.01$), this indicated that there is positive and strong correlation between ownership structure as self-leadership skill and firm Profitability.

Table 9-Model Summary of Ownership structure

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.712	.698	.674	.18365
a. Predictors: (Constant), Ownership structure				

Regression analysis is the study of interactions between variables. $Y = f(x_1, x_2, \dots, x_c)$ The aim of regression analysis is to determine how Y can affect and alter X. The ownership structure approach is treated as an independent variable in this section, while firm Profitability is treated as a dependent variable. The volatility of a comparative advantage will be used to calculate its total difference. The

variations are determined by calculating the sum of the squares of the expected competitive advantage values by the overall mean divided by the number of participants. After dividing the variance by the overall variance of comparative benefit, the researcher discovered the sum or percentage of total differences or variances that are compensated for using regression analysis. The number can range from 0 to 1 and

is defined by R Square. The value of R square =.698as seen in Table (9), indicating that 69 percent of total variation has been clarified.

Table 10-ANOVA of Ownership structure

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	121.251	1	122.365	22.521	.000 ^b
	Residual	31.582	387	.041		
	Total	152.833	388			
a. Dependent Variable: Firm Profitability						
b. Predictors: (Constant), Ownership structure						

Table (10) shows that the F value for ownership structure as an independent variable =22.521, indicating that there is a

significant relationship between ownership structure and firm Profitability (22.521>1).

Table 11-Coefficients Analysis Ownership structure and firm Profitability

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.258	.031		2.658	.000
	Ownership structure	.599	.033	.604	2.365	.000
a. Dependent Variable: Firm Profitability						

Table (11) shows the implications of the second hypothesis: Ownership structure strongly predicts firm Profitability (Beta is weight .604, p.001), implying that ownership structure would have a clear beneficial relationship with firm Profitability based on these findings.

Third Research Hypothesis

Hypothesis three: There is a significant relationship between floatation as element of capital structure with firm Profitability.

Table 12: Correlation analysis between Floatation and firm Profitability

Correlations			
Variables	Pearson Correlation	Firm Profitability	Floatation
Firm Profitability	Pearson Correlation	1	.672**
	Sig. (2-tailed)		.000
	N	162	162
Floatation	Pearson Correlation	.672**	1
	Sig. (2-tailed)	.000	
	N	162	162
**. Correlation is significant at the 0.01 level (2-tailed).			

As it can be seen in table (12), the correlation analysis between floatation as a skill of self- leadership as a tangible resource to measure its influence on firm Profitability in firms in Kurdistan region of Iraq. The finding revealed that

the value of Pearson correlation ($r = .672^{**}$, $p < 0.01$), this indicated that there is positive and strong correlation between floatation as self leadership skill and firm Profitability.

Table 13-Model Summary of Ownership structure

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.558	.521	.501	.1077
a. Predictors: (Constant), Floatation				

Regression analysis is the study of interactions between variables. $Y = f(x_1, x_2, \dots, x_c)$ The aim of regression analysis is to determine how Y can affect and alter X. The floatation is treated as an independent variable in this section, while firm Profitability is treated as a dependent variable. The volatility of a comparative advantage will be used to calculate its total difference. The variations are determined by calculating the sum of the squares of the expected competitive advantage values by the overall mean divided

by the number of participants. After dividing the variance by the overall variance of comparative benefit, the researcher discovered the sum or percentage of total differences or variances that are compensated for using regression analysis. The number can range from 0 to 1 and is defined by R Square. The value of R square = .521 as seen in Table (13), indicating that 52 percent of total variation has been clarified.

Table 14-ANOVA of Floatation

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	104.02	1	101.121	116.253	.000 ^b
	Residual	19.582	399	.047		
	Total	123.602	400			
a. Dependent Variable: Firm Profitability						
b. Predictors: (Constant), Floatation						

Table (14) shows that the F value for floatation as an independent variable = 116.253, indicating that there is a

significant relationship between floatation and firm Profitability ($116.253 > 1$).

Table 15-Coefficients Analysis Floatation and firm Profitability

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.261	.022		2.356	.000
	Floatation	.629	.098	.633	21.633	.000
a. Dependent Variable: Firm Profitability						

Table (14) shows the implications of the third hypothesis: floatation strongly predicts firm Profitability (Beta is weight .633,

$p < .001$), implying that Floatation would have a clear beneficial relationship with firm Profitability based on these findings.

V. CONCLUSION

The purpose of this study was to examine the effect of capital structure on firm profitability using a representative sample of 162 businesses. Return on assets, calculated as pretax profit divided by total assets, can give an indication of a company's profitability. Since the firm's earnings have a direct impact on the company's financial risk, this metric is the most popular in studies that have tested the variables that shape the capital structure and the importance of that aspect. The more successful the firm, the less likely it is to default, which means more borrowing potential and a greater opportunity to save on taxes. On the other hand, the company's profitability will increase whenever it is able to finance its operations and fund the growth of its revenue without having to rely on external sources of financing. This is because a company that achieves a large income has the greatest borrowing capacity and will make use of tax benefits from borrowing. Corporate governance was shown to have the strongest correlation to business profitability, whereas ownership had the weakest. Our research also indicates that debts should be used as a last resort by finance managers when determining the capital structure of a company. To improve upon our findings, future research may include a bigger sample size, a longer time frame, and more controllable variables in the regression models used here. It is possible to utilize additional tools and methods.

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Analyzing the relationship between leadership styles and dynamics work environment in Kurdistan

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Received: 06 Nov 2022; Received in revised form: 18 Nov 2022; Accepted: 25 Nov 2022; Available online: 01 Dec 2022

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Abstract— *This study's overarching objective is to learn how certain traits of leaders affect the efficiency of building projects. Five separate building companies in the Kurdish capital of Erbil participated in the study. A quantitative method was used to analyze the data in this study. There are a total of seventy one people in this research. Because the highest value for the charismatic leadership characteristic was determined to be .737 > .01 and the P-value was .000, we can conclude that there is a significant positive association between charismatic leadership and the efficiency of project development teams.*

Keyword— *Work Environment, Leadership, Performance.*

I. INTRODUCTION

Project team management (Hamad et al., 2021) and effective communication with suppliers and project sponsors are essential in today's competitive business climate to ensure a successful project's construction. Today's construction projects face a wide range of challenges, many of which may be traced back to ineffective collaboration amongst team members (Ismael & Yesiltas, 2020). According to (Gardi et al., 2021), the most pressing problems in the construction sector include fostering an environment conducive to cross-cultural learning, fostering multinational adaptability, and preparing for entry into a competitive market (Qader et al., 2021). To stay competitive in today's business climate, it's essential to build a strong project team from the ground up. This responsibility falls squarely on the shoulders of the project manager (Ismael et al., 2022). The focus of this research is on the role of the transformative project manager and the potential contributions they may make to the successful management of team projects in the workplace (Ismael et al., 2022). Construction project management is challenging. The

researcher decided (Anwar, 2017; Hamza et al., 2021; Faeq et al., 2022; Anwar & Shukur, 2015; Hamad et al., 2021) to focus on Leadership for this particular investigation (Hamza et al., 2021). Leadership is defined as "a strategy to leading that encourages positive change in society and in people, producing new leaders among those who were previously their followers" (Hussein et al., 2022). The spirits, drive, and output of those who follow you increase. Due to rising consumer demand and intense competition in the construction sector, contractors are always attempting to better their services (Hamad et al., 2021) with rising competition in the construction business and rising user demand, contractors are working hard to enhance their performance despite limited resources and environmental expertise (Faeq et al., 2021) contractors are working hard to meet the needs of their clients despite limited means and a lack of expertise on environmental matters (Hamza et al., 2022). Sadq et al. (2020) report that in South Africa, researchers looked at the causes of customer dissatisfaction in the construction industry and found a wide range of factors that affect project performance, such as contractors'

lack of capabilities, conflict, and poor workmanship. Abdalla Hamza et al. (2021) state that when professionals from diverse fields work together on a same project, job distinction arises, which can have a negative impact on relationships between team members (Othman et al., 2022).

II. LITERATURE REVIEW

Several scholars and project managers consider the ability to build effective project teams to be one of the most important leadership qualities that ensures the success and effectiveness of the projects and the construction project's ability to adapt to changing conditions (Jamil et al., 2022). This literature evaluation was conducted with the hope of learning more about the elements that have the greatest impact on effective teamwork. However, before we can put this into practice, we need to clarify what is meant by "team" and how we should think about it. In order to reach a common objective, it takes more than simply a group of individuals working together to form a team (Ahmed & Faeq, 2020). A team is a group of people (Faeq, 2022; Abdullah et al., 2017; Hamza et al., 2021; Faeq & Ismael, 2022; Anwar & Shukur, 2015; Aziz et al., 2021) who work together and depend on one another's efforts and the unique strengths and talents of each member (Jwmaa et al., 2022). Team members divide and share resources, power, and responsibility in order to achieve the team's common purpose. Team members often have confidence in their ability to take on significant duties within their respective skill sets. Cooperation among team members is essential to the success of both individual and group activities (Sadq et al., 2021). The success of a project relies on the team's members, so it's up to the manager to ensure that they're being closely supervised and monitored, that positive interdependencies are being acknowledged (Faeq, 2022; Anwar, 2017; Qader et al., 2021; Faeq & Ismael, 2022; Sabir et al., 2021; Anwar, 2016; Faeq & Ismael, 2022), that there is frequent face-to-face communication, and that each member is being held to high standards of personal (Mahmood et al., 2022). Cooperation in a project occurs when team members pool their resources and talents to accomplish a common objective (Faeq, 2022). One goal of team building exercises is to boost efficiency and effectiveness in collaborative work (Ismael et al., 2021). Several advantages of successful team projects have been demonstrated (Faeq et al., 2020). These include the following (Sadq et al., 2020; Akoi & Yesiltas, 2020; Jamil et al., 2022; Saleh et al., 2021; Faeq, 2022; Ali et al., 2021): the transformation of a broad sense of goal into specific outcome objectives; the creation and development of the appropriate combination of capabilities to achieve a high project outcome; the successful resolution of team practice

problems; and an explanation of the tetrahedron (Anwar & Shukur, 2015). Therefore, this research aims to examine how certain leadership characteristics affect the efficiency of project teams working in the construction sector (Sabah et al., 2022; Ali et al., 2021; Faeq & Ismael, 2022; Ali et al., 2021; Jamil et al., 2022; Akoi et al., 2021). To paraphrase, the four pillars of leadership are transformational care, transactional leadership, strategic drive, and charismatic leadership (Hamad et al., 2021). Transformational attention occurs when a leader assumes the position of a mentor and works to fulfill the needs of his or her subordinates. Transactional leadership occurs when a leader takes calculated risks and provokes preconceptions (Sorguli et al., 2021; Anwar & Surarchith, 2015; Ismael, 2022; Faeq & Ismael, 2022; Anwer et al., 2022; Anwar & Ghafoor, 2017). It is when a leader inspires their followers by setting an example of positive outlook and strategic thinking that the group as a whole is motivated by that leader (Ismael, 2022; Faeq et al., 2022; Qader et al., 2022; Faeq & Ismael, 2022; Akoi & Andrea, 2020; Faeq et al., 2021). Charismatic leadership happens when a leader is held in the highest respect by his or her followers because of his or her exemplary moral character (Faeq et al., 2021). Low productivity among workers is a major issue in the construction sector. In most countries, labor costs make up between 30 and 50 percent of total project costs, which is a reasonable reflection of the economic success of operations (Anwar, 2016). The Architecture, Engineering, and Construction (AEC) sector is increasingly making use of Augmented Reality (AR) technology in its various forms to enhance building projects (Ismael, 2022; Faeq & Ismael, 2022; Abdulrahman et al., 2022; Anwar, 2017; Faeq, 2022; Ismael et al., 2022; Anwar & Climis, 2017). Augmented reality (AR) is a technology that enhances our everyday lives by superimposing digital images and other data on top of our physical surroundings. The fields of AEC and FM can benefit on three fronts from the use of AR technology in the design process, in the field of construction management, and in the administration of buildings and facilities. According to (Gardi et al., 2021): "Leadership skills, climate, economic conditions, coordination among project participants (Faeq et al., 2022), feedback and monitoring among project participants, climate, top management, project manager capabilities (Qader et al., 2022; Ismael, 2022; Anwar & Louis, 2017; Akoi et al., 2021; Ismael, 2022; Sadq et al., 2020), decision making, and owners' capex" (Hameed & Anwar, 2018). These three levels are known as "Interaction," "Visualization," and "Information Retrieval."

III. RESEARCH METHODOLOGY

The purpose of this investigation is to learn how different kinds of leadership can impact the effectiveness of team formation throughout project execution. A quantitative method is used in this investigation. The first section of the poll asked participants' basic demographic information, such their age and gender. Part two of the survey consisted of 48 questions, 10 of which were about transactional leadership, 10 about individual consideration, 12 about idealistic influence, 9 about transactional leadership, inspiring motivation, and 10 about the efficiency of the project's construction crew. All participants had an equal chance of being picked for the sample since the researcher utilized a random sampling technique. Five Erbil-based construction firms were surveyed. After sending out 90

surveys and receiving only seventy one back with complete responses, the researcher came up with the following working hypothesis:

H1: There is positive relationship between leader's transactional leadership and dynamic work environment.

H2: There is positive relationship between leaders' transformational leadership and dynamic work environment.

H3: There is positive relationship between leader's charismatic leadership and dynamic work environment.

H4: There is positive relationship between leader's strategic leadership and dynamic work environment.

IV. RESULTS AND ANALYSIS

Table.1: Demographic analysis

Items	Scales	Frequency	Percent
Age	20-29	15	21.1
	30-39	34	47.9
	40-49	18	25.4
	50+	4	5.6
Gender	Male	59	83.1
	Female	12	16.9

In terms of age distribution, as shown in Table 1., 21.1% of participants were between the ages of 20 and 29, 47.9% were between the ages of 30 and 39, 25.4% were between

the ages of 40 and 49, and 5.6% were 50 or over. Overall, the proportion of males to females was 83.1 to 16.9.

Table.2: Reliability Statistics

Cronbach's Alpha	N of Items
.822	48

Project construction team efficacy as a dependent variable is tested for dependability with four independent factors (table 2): transactional leadership, inspiring motivation, charismatic leadership, and transformational leadership.

Cronbach's alpha for 15 items was determined to be .708, which is more than .6, indicating that these items were dependable for this investigation.

Table.3: Correlations analysis

Items	Pearson correlation	Transactional leadership	Transformational leadership	Charismatic leadership	Strategic leadership
Project construction team	Pearson correlation	.749**	.734**	.929**	.422**
	Sig.(2-tailed)	.000	.000	.000	.000
	N	71	71	71	71

** correlation is significant at level 0.05

The efficacy of a project's construction team is shown as a dependent variable in Table 3 below, with the independent variables of transactional leadership, inspiring motivation, charismatic leadership, and transformational leadership as their respective antecedents and consequents. The value of R between transactional leadership and dynamic work environment =.746**, indicating a highly significant

relationship between the two variables; the value of R between transformational leadership and dynamic work environment =.734**, likewise indicating a highly significant relationship between the two variables; and the value of R for between social support and dynamic work environment =.736**, likewise indicating a highly significant relationship between the two variables.

Table.4: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.946 ^a	.895	.889	.10374
a. Predictors: (Constant), Leadership styles				

Table 4 shows that an R-squared value of 0.895 indicates that 89% of the variance is explained.

Table.5: ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
	Regression	6.047	4	1.512	140.463	.000 ^b
	Residual	.710	66	.011		
	Total	6.757	70			
a. Dependent Variable: Dynamics work environment						
b. Predictors: (Constant), Leadership styles						

The F value of 140.463 > 1 between independent variables and a dependent variable is displayed in Table 5. This value indicates a statistically significant relationship between the four independent variables and the dependent variable.

Table.6: Coefficients

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	P-value
1		B	Std. Error	Beta		
	(Constant)	.167	.191		.875	.385
	Transactional	.083	.106	.069	.778	.439
	Transformational	.400	.090	.366	4.455	.000
	Charismatic	.737	.085	.727	8.687	.000
	Strategic	-.267	.090	-.237	-2.962	.004
a. Dependent Variable: Dynamics work environment						

Table (6) shows the coefficients analysis for this research. As seen in the above table the value Beta for transactional leadership characteristic = .083 > 0.01, which means there is a weak positive relation between transactional leadership and dynamic work environment, the value Beta for transformational leadership characteristic = .400 > 0.01, which means there is a weak positive relation between

transformational leadership and dynamic work environment, the value Beta for charismatic leadership characteristic = .737 > 0.01, which means there is a strong positive relation between charismatic leadership and dynamic work environment and the value Beta for strategic leadership characteristic = -.267 > 0.01, which means there

is no relation between strategic leadership and dynamic work environment.

V. CONCLUSIONS

The multiple regression methodology that was utilized in the analysis of this study. According to what the study discovered (Qader et al., 2021), charismatic leadership has the most value out of all the different attributes of leaders. In terms of the first characteristics, the findings showed that the value Beta for transactional leadership characteristic $=.083 > 0.01$, which indicates that there is a weak positive relation between transactional leadership and dynamic work environment (Faeq et al., 2022). As a result, the first research hypothesis was only partially supported. In terms of the second characteristics, the findings showed that the value Beta for transformational leadership characteristic $=.400 > 0.01$, which indicates that there is a weak positive relation between transformational leadership and dynamic work environment.

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A Study on the Effectiveness of the Internal Organizational Communication Process of Alano & Sons Credit Corporation: Basis for Continuous development of Company Operations, Dipolog City, Philippines

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Received: 03 Nov 2022; Received in revised form: 17 Nov 2022; Accepted: 24 Nov 2022; Available online: 01 Dec 2022
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Abstract— *This study aimed to assess the effectiveness of the internal communication process of Alano & Sons Credit Corporation during the calendar year 2019. This study used the descriptive research design with survey as the chosen data-gathering tool. The effectiveness of the communication process was measured using the components of effective communication. The respondents consisted of 171 regular employees of Alano and Sons Credit Corporation. Frequency counting, percentage, weighted mean, and ANOVA were used to answer the research problems and test the null hypothesis. The study found no significant differences on the level of effectiveness of communication process when employees are grouped in terms of sex, age, highest educational attainment, position, length of service, and area/office of assignment. The study also found that the employees see the overall communication process of Alano & Sons Credit Corporation as effective. This is consistent in all components namely, communicator, message, channel, feedback and environment. Furthermore, the evaluation on the effect of the barriers of communication present within the company found that the employees see them as having a significant effect.*

Keywords— *Internal Organizational Communication Process, Barriers of Communication, Philippines.*

I. INTRODUCTION

Communication has always been at the heart of every organization, whether corporations, societal organizations, or communities. Without even realizing it, communication is the exact string that ties the actions of all the members of an organization to its goals and objectives. It is the primary channel in which the shared dreams of a group are made known to all of its members. Therefore, fulfilling organizational purposes heavily relies on whether it has been effectively communicated to all concerned individuals. As Northcutt (2009) has said, many of the problems that occur in an organization are the direct results of people failing to communicate or communicating ineffectively.

The need for effective communication is the same in all organizations, whether small local groups or multinational corporations. Thus, the question nowadays is not whether people communicate within an organization. The pertinent question is whether people are communicating effectively. Alano & Sons Credit Corporation (ASCC), throughout its 30 years in service, has experienced the need for finding more effective ways of communicating as it continually grows from a single office lending company in 1988 to its current 36 branches throughout the Mindanao and Visayas regions. The company has seen an evolution in its communication process from verbal to written and to the use of technological advantages.

As the company branched out to distant places such as Misamis Occidental, Negros, and Cebu, the

communication process has dramatically changed from direct communication to a complex branched-out structure. It changed from manager-subordinate close contact to a multi-tiered communication channel. As to the physical and technological tools, the company tried using an external messaging application such as Skype, which has now been replaced by applications that bring exclusivity of communication and privacy within the organization. In addition, the company is now using Spark, which is an instant messaging program that allows the employees to communicate with each other via chat in real-time, Zoiper which is a voice call application that utilizes internet connectivity to make the calls, and Zimbra, which is an email platform being used to send and receive emails. All memoranda, policies, and other communications are made thru these mediums.

Despite the technological tools being used, problems in communication still occur within the ASCC. This is evident in several audit findings in which it was found that the changes made to the policies and the new provisions communicated to concerned employees were not duly followed. One of the reasons was the unawareness or lack of knowledge of such changes or new provisions. During the area meetings that were done Alano and Sons Credit Corporation in 2017, the employees also aired their concerns regarding the lack of further communication about new policies, guidelines, and other information leading to confusion and different interpretations of this information. As recorded in the meeting minutes, employees have requested that this information be further explained rather than just sending them in black and white. This study on the effectiveness of the internal organizational communication process and for the continuous development of company operations are significant for it would help assess the present situation of the employees of Alano & Sons credit Corporation.

II. THEORETICAL/CONCEPTUAL FRAMEWORK

The study was grounded on Max Weber's Theory of Bureaucracy in which he laid the ideals which an organization must aspire. In this theory, he enumerated the characteristics of a bureaucratic form of organization which includes a clearly defined hierarchy, division of labor, centralization of power and decision-making, closed system, establishment of rules, and the functioning of authority. In the bureaucratic theory, there must be formal communication wherein all rules, regulations, behaviors and decisions are recorded. Information is shared using a chain of command based on criterion and standard. These conditions create a more impersonal communication system.

In Frederick Taylor's theory of Scientific Management, he is not concerned with the structure but with the relationship between the manager and employee and the control of the individual at work (Miller, 2012). In this theory, Taylor has given emphasis to the following: there is one best way to do every job; proper selection of workers; training workers; and inherent difference in managers and workers.

The classical communication theories mentioned above all view the components of communication in the same way. The content of communication or the message is about the task/s at hand. The direction of the communication flow is usually vertical as demonstrated in their hierarchical view of the organization. As to the channel of communication, all three theory favors written communication with Weber being the most explicit about it by advocating for the importance of rules and codifying it (Miller, 2012). Lastly, the style of communication is highly formal.

Conceptual Framework

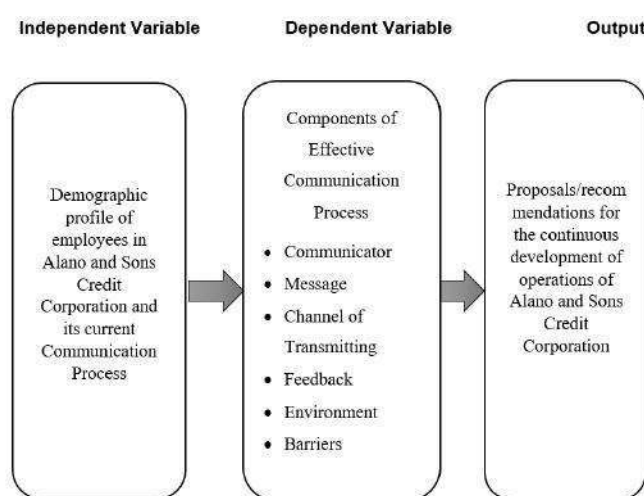


Fig.1. The Schematic Diagram of the Study

Statement of the Problem

This study aimed to assess the effectiveness of the internal communication process of Alano & Sons Credit Corporation during the calendar year 2019.

Specifically, the study aimed to answer the following questions:

1. What is the profile of the respondents in terms of:
 - 1.1 sex;
 - 1.2 age;
 - 1.3 highest educational attainment;
 - 1.4 position;
 - 1.5 length of service; and
 - 1.6 area/office of assignment?
2. What is the perceived levels of effectiveness of ASCC's communication process as assessed by employees covering the components of effective communication in terms of:
 - 2.1 communicator;
 - 2.2 message;
 - 2.3 channel of transmitting;
 - 2.4 feedback; and
 - 2.5 environment?
3. What level of effect do the barriers of communication have on ASCC's communication process?
4. Is there a significant difference on the level of effectiveness of communication process when employees are grouped according to profile?

III. LITERATURE

Communication process is an integration of the upward, downward and horizontal types of communication. It utilizes downward communication as a way of disseminating policies, memoranda and other directives from the top management to the rank-and-file through middle management. It uses upward communication to send feedbacks from rank-and-file to the middle and top management. Lastly, ideas, information, sentiments and comments are being passed and shared among individuals on the same level using the horizontal type of communication.

Henry Fayol gave a detailed analysis and solution to communication problem. According to him, formal channels of communication in the organization cause the communication to be slow and distorted. If there are a number of channels and steps between the top management and the frontline managers, the information emanating for the frontline managers would become highly distorted when it reaches the top management. Therefore, according to Fayol, formal channels of communication in organizations

should not be followed in an organization but "gangplank" should be allowed. In the context of communication, gangplank, as used by Fayol refers to the ability of the members of the organization to bypass all formal channels of communication and use the plank to reach any level of authority in order to convey the information exactly as it is intended. In other words, it's the situation where anyone talks to anyone else without regard to status, position or rank.

The growing demand for the study of communication as a tool being used in the different areas of the workplace lead to multiple studies on the topic. As cited by Donaldson and Eyre (2000), several trends have emerged within the communication field in the past five years with internal communication being the fastest growing area of activity, with a growth rate between 25-30 percent. However, studies specific for the financial sector are still rare as pointed out by Horomia (2007) in which she said that the reason for her study is the "lack of academic research focusing on financial institutions". She further said that although a few financial organizations have been conducting studies on their own communication process, there is only small number of scholarly research available.

IV. METHODOLOGY

Research Method

This study used the descriptive type of research which is designed for the researchers to study existing conditions in the field that they have chosen. As cited by Calderon and Gonzalez (2007): Descriptive research describes and interprets what is. It is concerned with conditions of relationships that exist; practices that prevail; beliefs; processes that are going on; effects that are being felt, or trends that are developing. The process of descriptive research goes beyond mere gathering and tabulation of data. It involves the elements or interpretation of the meaning or significance of what is described. Thus description is often combined with comparison and contrast involving measurements, classifications, interpretation and evaluation.

Research Instrument

The data gathered included the profile of respondents (Area/Office Assignment, Position, Length of Service in Alano and Sons Credit Corporation, Age, Sex, Highest Educational Attainment) and the employees' views on ASCC's communication process using the components of effective communication.

Research Setting

The research environment for the study was Alano & Sons Credit Corporation (ASCC), a lending corporation

registered with SEC. The company was founded on August 8, 198. In 2004 the company opened branches in Cebu and Mandaue branches. The growth spurt of the company continued leading to the opening of more branches in Cebu province, Misamis Occidental, Zamboanga Peninsula, Negros and Siquijor Areas. At present, Alano & Sons Credit Corporation has 36 operating branches with 327 employees.

Research Respondents

The respondents of this study were the regular employees of Alano & Sons Credit Corporation coming from five (5) areas of the company and the Corporate Office currently employed as of the survey period January-February 2019. The total number of respondents was determined using the Formula used by Calmorin as presented below. Probationary employees were not included for they are still in the adjustment period.

The target population of the study comprised of three hundred twenty-seven (327) regular employees of the five (5) areas of the company and the corporate office. Using the scientific way of determining the sample size by Calmorin, one hundred seventy-one (171) were then obtained.

Electronic sampling by lottery method was used in taking respondents from each area of the company. The proportion was obtained by dividing 171 by 327 which yielded 0.523 rounded off to the nearest thousandths. The number of representatives from each area was then calculated by getting the product of the proportion and the number of regular employees per area of the company and the corporate office.

Research Instrument

In order to determine the effectiveness of the communication process of Alano & Sons Credit, the principal instrument was a questionnaire adapted from the study of Christine Zelter and Peoplepulse.com edited in accordance to applicability of the questions to ASCC environment. A profile sheet was added on the questionnaire for the determination of the respondent's profile.

The respondent's profile sheet included the general background of the employee which comprises of his/her Area/Office Assignment, Position, Length of Service in Alano and Sons Credit Corporation, Age, Sex, Highest Educational Attainment. The questionnaire itself contained questions regarding the components of effective communication which will be used to measure the effectiveness of communication which includes (1) Communicator, (2) Message, (3) Channel of Transmitting, (4) Feedback, (5) Environment of the Communication Process, (6) Barriers of Communication.

Statistical Treatment of Data

For the demographic profile of the respondents, the frequency was determined as well as the corresponding percentage. These data determined the respondents' area/office assignment, position, length of service, age, sex and highest educational attainment. In order to determine the effectiveness of the communication process of Alano & Sons Credit Corporation on each of the components of effective communication, the weighted mean was computed for each of the item under the different dimensions.

V. RESULTS AND DISCUSSION

Table 2. Demographic Profile of the Employees of ASCC

Sex	Frequency	Percent
Female	104	60.82
Male	67	39.18
Total	171	100.00

Age	Frequency	Percent
20 to 29 years old	99	57.89
30 to 39 years old	55	32.16
40 to 49 years old	15	8.77
50 years old & above	2	1.17
Total	171	100.00

Highest Educational Attainment	Frequency	Percent
College Graduate	141	82.46
College Graduate w/ MA, MBA, MPA Units	19	11.11
MA, MBA, MPA Graduate	10	5.85
MA, MBA, MPA Graduate w/ Doctoral Units	0	0.00
Doctoral Degree Graduate	1	0.58
Total	171	100.00
Position	Frequency	Percent
Branch Personnel	107	62.57
Branch Manager	27	15.79
Area Manager	3	1.75
Department Personnel	29	16.96
Department Manager	5	2.92
Total	171	100.00
Length of Service	Frequency	Percent
1 – 5 years	90	52.63
6 – 10 years	36	21.05
11 – 15 years	28	16.37
Above 15 years	17	9.94
Total	171	100.00
Area of Assignment	Frequency	Percent
Corporate Office	19	11.11
ZP Area	40	23.39
MZ Area	36	21.05
Cebu Area	37	21.64
NS Area	24	14.04
ML Area	15	8.77
Total	171	100.00

Table 2 presents the demographic profile of the respondents.

In terms of sex shows that 104 or 60.82 percent are female while 67 or 39.18 percent are male. This variable is deemed important because differences in gender spell differences in behavior and expression, thus how male and female employees express thoughts and concerns may differ (García-González, Forcén, & Jimenez-Sanchez, 2019). Celicious (2018), stated that an employee's gender can illustrate differences in perception related to organizational structure, problem solving style and view of work-related

conflict. Also, a difference in individual working style is notable.

Demographic profile of the employees of ASCC in terms of age. As shown in the table, 99 or 57.89 percent of the employees are within 20 to 29 age bracket, 55 or 32.16 percent are in the 30 to 39 age bracket, 15 or 8.77 percent are in the 40 to 49 age bracket and only 2 or 1.17 percent are in the 50 and above age bracket. This finding implies that majority of the employees of ASCC are in the 20 to 29 age bracket who are still young and can perform well in their respective work assignment. The difference on the age may

have an effect on the perception of the respondents as demonstrated in the study conducted by Suthers (2017) wherein different age brackets have different preferences over communication channels.

Another variable considered in this study is the highest educational attainment. As depicted in table 4, 141 or 82.46 percent of the respondents are college graduates, 19 or 11.11 percent earned units for master's degree, 10 or 5.85 percent obtained master's degree, and only 1 or 0.58% graduated doctorate degree. This finding implies that majority of the respondents have not yet enrolled in the graduate studies. Differences in the educational level of respondents may play a significant role in their perception of the company's communication process as found in the study of Aidoo (2012) where the preference for email as means of communication versus the preference of non-managers for verbal communication "could however be because of the differences in their level of education".

In terms of position, table 5 showed that 107 or 62.57 percent are branch personnel, 27 or 15.79 are branch managers, 3 or 1.75 percent are area managers, 29 or 16.96 percent are department personnel, and 5 or 2.92 percent are department managers. This finding shows that majority of the respondents are branch personnel. This is due to the nature and structure of the business organization. The significance of position is given emphasis on the study of Aidoo (2012) which stated that "a variety of practices exist for communicating internally but the choice utilized depends on the position". The study further stated that "managers are biased towards written forms of

communication like emails and memos while non-managers and other skilled workers preferred verbal communication".

Demographic profile of respondents in terms of length of service. As presented in the table, 90 or 52.63 percent are in the ASCC for 1-5 years, 36 or 21.05 percent under 6-10 years, 28 or 16.37 percent under 11-15 years, and 17 or 9.94 percent are 15 years and above. This finding implies that majority of the respondents are new in ASCC and they are still very active and loyal to the company. It is important to evaluate the effectiveness of communication process in terms of length of service as this may have an effect on their perception towards the company's processes. As the study of Hamer (2005) has found, employees who have been serving the company for a longer period of time had a more negative perception of their internal communication.

The last variable considered in the study is the area/office assignment of respondents. As depicted in the table, 19 or 11.11 percent are in corporate office, 40 or 23.39 percent are in ZP Area, 36 or 21.05 percent are in MZ area, 37 or 21.64 percent are in Cebu area, 24 or 14.04 percent are in NS area, and 15 or 8.77 percent are in ML area. This distribution of assignment is due to the nature and size of the area operation. As the researcher observed while working in ASCC, it is necessary to evaluate the communication process as to areas of assignment because of some differences in structure, geographical location, number of people involved in the communication in each of the areas and area operations policies.

Table 3. Level of effectiveness on ASCC Communication Process as Assessed by the Employees Covering Effective Communication (Communicator)

Communicator (sender and receiver)	Mean	Description
1. Sender's knowledge on the subject of the communication	3.93	Effective
2. Sender's ability to express clear and complete message	3.93	Effective
3. Sender's ability to use facts and figures and avoid abstract ideas	3.90	Effective
4. Sender's empathy or consideration shown to the intended receiver	3.77	Effective
5. Sender's willingness to receive feedbacks	3.87	Effective
6. Receiver's ability to decode and understand the message	3.90	Effective
7. Receiver's openness to accept the message	4.16	Effective
8. When source of information is the manager/immediate head	4.13	Effective
9. When source of information is co-worker	3.88	Effective
10. Degree of comfort in sharing information with his/her manager or immediate superior	3.96	Effective
Overall Mean	3.93	Effective

Table 3 shows the level of effectiveness on ASCC communication process as assessed by the respondents covering effective communication (communicator). As shown in the table, the respondents rated all items as effective. Item 7 “Receiver’s openness to accept the message” obtained the highest weighted mean of 4.16 and described as effective. While item 4 “Sender’s empathy or consideration shown to the intended receiver” obtained the lowest weighted mean of 3.77 but still described as effective. The overall mean is 3.93 and is described as effective. This finding implies that the ASCC communication process (communicator) is effective. This relates to the study of Human (2008) where the management never discuss the vision, values, culture and work

procedures thus not putting an effort to obtain employees’ involvement and commitment to the organization. This further implies that employees view senders’ ability to create and communicate the message to them is effective and that the sender’s orientation in receiving this message is effective as well. However, to continually develop ASCC’s communication process in terms of the persons involved in the process, there is a need for the senders of the message to show more empathy towards the persons who will be receiving the message especially for the top management from which most of the policies, memoranda and directives come from. In addition, they must practice the willingness to receive feedback from the people they communicate with.

Table 4. Level of effectiveness on ASCC Communication Process as Assessed by the Employees Covering Effective Communication (Message/Content of Communication)

Message/Content of Communication	Mean	Description
1. Amount of information contained in the memoranda, policies, and other forms of communication	3.99	Effective
2. Accuracy of information communicated	3.94	Effective
3. Words or expressions used in the communication	4.00	Effective
4. Use of specific ideas to avoid vague statements	3.93	Effective
5. Timing of communication	3.80	Effective
6. Reliability of information	4.08	Effective
7. Measures implemented to ensure that the information is true and precise	4.04	Effective
8. Measures imposed to avoid conflicting statements	3.87	Effective
9. Precautions made to avoid sending filtered and distorted information	3.90	Effective
10. Clearness of the intent or purpose of the communication	4.01	Effective
Overall Mean	3.96	Effective

Table 4 presents the level of effectiveness on ASCC communication process as assessed by the respondents covering effective communication (message/content of communication). As presented in the table, the respondents rated all items as effective. Item 6 “Reliability of information” obtained the highest weighted mean of 4.08 and described as effective. Item 5 “Timing of communication” obtained the lowest weighted mean of 3.80 but still described as effective. The overall mean is 3.96 and is described as effective. This finding means that the ASCC’s communication process (message/content of communication) is effective. The employees generally view

the information being sent within ASCC as reliable, clear in its intentions, true and precise. These findings relate to the results of the study of Suthers (2017) where employees’ preference on face-to-face communication is due to that fact that it lessens the distortion of information being passed to them. However, to continually develop ASCC’s communication process, there is a need to put emphasis on improving the timing of communication, avoiding conflicts and grey areas in the statements that are being communicated and lessen if not eliminate the distortion of information.

Table 5. Level of effectiveness on ASCC Communication Process as Assessed by the Employees Covering Effective Communication (Channel of Transmitting Communication)

Channel of Transmitting Communication	Mean	Description
1. Zimbra Email	4.07	Effective
2. Company Website	3.51	Effective
3. Spark Messenger	3.56	Effective
4. Employees' Private FB Page (ASCC Buddies)	3.41	Effective
5. ASCC Official FB Fan Page	3.45	Effective
6. Memorandums and Policies	4.15	Effective
7. Telephone/Mobile Phones	4.08	Effective
8. Managers/Immediate Head	4.17	Effective
9. Co-workers	3.99	Effective
10. Regular Meetings and small meetings	4.22	Highly Effective
Overall Mean	3.86	Effective

Table 5 depicts the level of effectiveness on ASCC communication process as assessed by the respondents covering effective communication (channel of transmitting communication). As depicted in the table, the respondents rated 9 items as effective. Item 10 "Regular Meetings and small meetings" obtained the highest weighted mean of 4.22 and described as highly effective. Item 4 "Employees' Private FB Page (ASCC Buddies)" obtained the lowest weighted mean of 3.41 but still described as effective. The overall mean is 3.86 and is described as effective. This means that the ASCC communication process (channel of transmitting communication) is effective. Face-to-face channel of communication in the form of meetings was

highly viewed by employees as the most effective channel within ASCC. This finding is supported by Zivruble (2015) which states that Meetings/face-to-face communication are the most effective and appreciated channels of internal communication, as they provide the possibility to interact during the communication, as well create the reciprocal link between the participants of the conversation. On the other hand, channels utilizing social media such as ASCC's official Fan page and employees' private Facebook page are deemed the least effective. This may have something to do with employees' differences in their view, opinions and degree of usage of social media. Some employees use social media more or less often than others.

Table 6. Level of effectiveness on ASCC Communication Process as Assessed by the Employees Covering Effective Communication (Feedback)

Feedback	Mean	Description
1. Degree of attention given by the management on employee feedbacks	3.77	Effective
2. Consideration and incorporation of employee feedback on significant issues	3.69	Effective
3. Frequency of passing feedbacks from employees to the management	3.73	Effective
4. Frequency of passing ideas from employees to the top management	3.67	Effective
5. Feedback channels available	3.69	Effective
Overall Mean	3.71	Effective

Table 6 indicates the level of effectiveness on ASCC communication process as assessed by the respondents covering effective communication (feedback). As indicated in the table, the respondents rated all items as effective. Item 1 "Degree of attention given by the management on employee feedbacks" obtained the highest

weighted mean of 3.77 and is described as effective. Item 4 "Frequency of passing ideas from employees to the top management" obtained the lowest weighted mean of 3.67 but still described as effective. The overall mean is 3.71 and is described as effective. This finding implies that the ASCC communication process (feedback) is still effective

although it has a low weighted mean. This further implies that the feedback system of ASCC needs further improvement being on the lower end of the effectivity scale. ASCC must aim to pass ideas from employees to top management more frequently, impose more feedback channels and incorporate employees' feedback on issues that matter. This finding relates the findings of Human (2008) where there is only the existence of a downward

communication and the absence of a feedback system resulting to lack of commitment and in the study of McMahon (2014) where the ineffective feedback system leads to the personnel's message to get "muffled" upon reaching the higher management. Ineffective feedback system is also attributed to lack of effective communication creating a negative attitude among colleagues as found in the study of (Albalawi, & Nadeem, 2019).

Table 7. Level of effectiveness on ASCC Communication Process as Assessed by the Employees Covering Effective Communication (Environment of Communication)

Environment of Communication	Mean	Description
1. Relay of information during indoor meetings	4.03	Effective
2. Relay of information during operational hours at the receivers' individual work desks	3.91	Effective
3. Relay of information through digital channels (i.e. email, group chats, group messages)	3.81	Effective
4. Relay of information/feedbacks during performance evaluations	4.01	Effective
5. Relay of information thru open forums	3.91	Effective
Overall Mean	3.93	Effective

Table 7 shows the level of effectiveness on ASCC communication process as assessed by the respondents covering effective communication (environment of communication). As shown in the table, the respondents rated all item as effective. Item 1 "Relay of information during indoor meetings" obtained the highest weighted mean of 4.03 and is described as effective. Item 3 "Relay of information through digital channels (i.e. email, group chats, group messages)" obtained the lowest weighted mean of 3.81 but still described as effective. The overall mean is 3.93 which is described as effective. This finding means that the ASCC communication process (environment of

communication) is effective. Employees view the environment of communication as conducive for passing important information in the daily operations of the company. The view indoor meetings as the best environment to pass on information and give feedback while digital channels are viewed are the least effective setting for passing information and feedback. This result relates to the findings of Zivrbule (2015) where it was found that meetings/face-to-face communication are the most effective channel and in the study of McMahon (2014) where the respondents found that technological communication was too anonymous.

Table 8. Summary of the Level of Effectiveness on ASCC Communication Process As Assessed by the Employees Covering Effective Communication

	Mean	Description
A. Communicator (sender and receiver)	3.93	Effective
B. Message/Content of Communication	3.96	Effective
C. Channel of Transmitting Communication	3.86	Effective
D. Feedback	3.71	Effective
E. Environment of Communication	3.93	Effective
Overall Mean	3.88	Effective

Table 8 tabulates the summary of the level of effectiveness on ASCC communication process as assessed by the employees covering effective communication. As tabulated,

the respondents rated all communication process as effective. "Message/Content of Communication obtained the highest mean of 3.96 which is described as effective.

“Feedback” obtained the lowest mean of 3.71 and still described as effective. This finding indicates that ASCC management should take into consideration “feedback” as a priority to further improve its organizational communication process. This finding relates the findings of Human (2008) where there is only the existence of a downward communication and the absence of a feedback

system resulting to lack of commitment and in the study of McMahon (2014) where the ineffective feedback system leads to the personnel’s message to get “muffled” upon reaching the higher management. Ineffective feedback system is also attributed to lack of effective communication creating a negative attitude among colleagues as found in the study of Mwambembula (2013).

Table 9. Level of Effect of Barriers of Communication on ASCC’s Communication Process

Barriers of Communication	Mean	Description
1. Differences in the interpretation of the message	3.70	Significant
2. Blocking out new information that is in conflict with the receiver’s beliefs/opinions	3.58	Significant
3. Passing judgment to the message before receiving the entire communication	3.63	Significant
4. The receiver’s faith in the credibility of the source of information/communication	3.76	Significant
5. Manipulation of information	3.77	Significant
6. Words and expressions understandable only to a few people	3.72	Significant
7. Difference in ranks and statuses	3.43	Significant
8. Time Pressures	3.76	Significant
9. Communication Overload	3.88	Significant
10. Lack of interest towards the message or communication	3.80	Significant
Overall Mean	3.70	Significant

Table 9 presents the level of effect of barriers of communication on ASCC’s communication process. As presented in the table, the respondents viewed that all items have significant effect on the company communication process. Item 9 “Communication Overload” obtained the highest weighted mean of 3.88 which is described as significant. Item 7 “Difference in ranks and statuses” obtained the lowest weighted mean of 3.43 which is still described as significant. The overall mean is 3.70 and still described as significant. This finding implies that barriers of communication have significant effect to ASCC communication process. Thus, the management should take into consideration these barriers of communication to further improve the communication process of the company. The barriers that need to be addressed most are communication overload and lack of interest towards the message as they are found to have the most significant effect among the barriers. This finding relates the finding of Haroon and Malik (2018) which states that organizational communication has a significant effect on the organizational performance in the universities where the study was conducted. The organizational performance improves subsequently when organizational communication performs

well. It was found that organizational communication and organizational performance of the universities studied are interrelated.

This finding further relates the study conducted by Beauty Mwambembule of the Open University of Tanzania in 2013, she investigated the factors hindering effective communication between top management and employees of Ilala Municipality in Dar es Salaam. Using questionnaires, documentary review and structured interviews, the employees said that meeting is not a commonly used method of communication in the municipality and that there are no regular meetings being held leading to failure in learning how to work together and manage conflict. The absence of meetings becomes a barrier to effective communication between staff and management. There is also the lack of landline in the offices which accounts for the delay of information, incomplete message and poor results and feedback. In terms of the communicator, it was established that the interviewed persons lack communication skills thereby affecting their relationships with people. Both the management and staff showed negative attitudes towards each other.

Table 10. Test of Difference on the Level of Effectiveness of the Communication Process when employees are grouped in terms of Sex

Sources of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Sum of Squares (MSS)	Computed F Value	Critical F Value	Decision
Between Groups	0.159	1	0.159	4.002	3.963 @ 0.05 level of significance	Reject Ho
Within Groups	3.092	78	0.040			

Table 10 depicts the test of difference on the level of effectiveness of the communication process when respondents are grouped in terms of sex using Analysis of Variance (ANOVA) or F-test. As depicted in the table, the computed F value is 4.002 which exceeded the critical F value of 3.963 @ 0.05 level of significance. This means that there exists a significant difference in the level of effectiveness of the communication process in ASCC when respondents are grouped in terms of sex. This finding

implies that how male and female respondents perceived the level of effectiveness of the communication process of ASCC significantly differ. Thus, the null hypothesis is rejected. This result is consistent with that of the study of Joumah (2017) where it was stated that the participants' perception parallels many international researchers' perspectives who admitted the existence of gender-based communication idiosyncrasies.

Table 11. Test of Difference on the Level of Effectiveness of the Communication Process when employees are grouped in terms of Age

Sources of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Sum of Squares (MSS)	Computed F Value	Critical F Value	Decision
Between Groups	3.030	3	1.010	10.652	2.663 @ 0.05 level of significance	Reject Ho
Within Groups	14.790	156	0.095			

Table 11 presents the test of difference on the level of effectiveness of the communication process when respondents are grouped in terms of age using Analysis of Variance (ANOVA) or F-test. As presented in the table, the computed F value is 10.652 which exceeded very much the critical F value of 2.663 @ 0.05 level of significance. This means that there exists a significant difference in the level of effectiveness of the communication process in ASCC

when respondents are grouped in terms of age. This finding indicates that how respondents of different age bracket perceived the level of effectiveness of the communication process of ASCC significantly differ. Thus, the null hypothesis is rejected. This relates to the findings of Suthers (2012) where it was found that respondents differed in their responses to the questions based upon their age.

Table 12. Test of Difference on the Level of Effectiveness of the Communication Process when employees are grouped in terms of Highest Educational Attainment

Sources of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Sum of Squares (MSS)	Computed F Value	Critical F Value	Decision
Between Groups	18.680	4	4.670	21.011	2.418 @ 0.05 level of significance	Reject Ho
Within Groups	43.341	195	0.222			

Table 12 shows the test of difference on the level of effectiveness of the communication process when respondents are grouped in terms of highest educational attainment using Analysis of Variance (ANOVA) or F-test. As shown in the table, the computed F value is 21.011 which exceeded very much the critical F value of 2.418 @ 0.05 level of significance. This means that there exists a significant difference in the level of effectiveness of the communication process in ASCC when

respondents are grouped in terms of highest educational attainment. This finding indicates that how respondents of different educational attainment perceived the level of effectiveness of the communication process of ASCC significantly differ. Thus, the null hypothesis is rejected. This relates to the findings of Aidoo (2012) where it was found that preference over communication practice depends on position and level of education of the sender.

Table 13. Test of Difference on the Level of Effectiveness of the Communication Process when employees are grouped in terms of Position

Sources of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Sum of Squares (MSS)	Computed F Value	Critical F Value	Decision
Between Groups	3.785	4	0.946	10.981	2.418 @ 0.05 level of significance	Reject Ho
Within Groups	16.804	195	0.086			

Table 13 depicts the test of difference on the level of effectiveness of the communication process when respondents are grouped in terms of position using Analysis of Variance (ANOVA) or F-test. As depicted in the table, the computed F value is 10.981 which exceeded very much the critical F value of 2.418 @ 0.05 level of significance. This means that there exists a significant difference in the level of effectiveness of the communication process in

ASCC when respondents are grouped in terms of position. This finding indicates that how respondents of different positions perceived the level of effectiveness of the communication process of ASCC significantly differ. Thus, the null hypothesis is rejected. This again echoes the findings of Aidoo (2012) regarding the communication preferences based on position and level of education.

Table 14. Test of Difference on the Level of Effectiveness of the Communication Process when employees are grouped in terms of Length of Service

Sources of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Sum of Squares (MSS)	Computed F Value	Critical F Value	Decision
Between Groups	2.093	3	0.698	11.680	2.663 @ 0.05 level of significance	Reject Ho
Within Groups	9.316	156	0.060			

Table 14 presents the test of difference on the level of effectiveness of the communication process when respondents are grouped in terms of length of service using Analysis of Variance (ANOVA) or F-test. As presented in the table, the computed F value is 11.680 which exceeded very much the critical F value of 2.663 @ 0.05 level of significance. This means that there exists a significant difference in the level of effectiveness of the communication process in ASCC when respondents are

grouped in terms of length of service. This finding indicates that how respondents of different years of service perceived the level of effectiveness of the communication process of ASCC significantly differ. Thus, the null hypothesis is rejected. This plays in contrast with the study of Suthers (2017) where there is no significant difference between the responses when respondent are grouped according to experience. However such can be attributed to the small number of respondents in the study.

Table 15. Test of Difference on the Level of Effectiveness of the Communication Process when employees are grouped in terms of Area/Office Assignment

Sources of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Sum of Squares (MSS)	Computed F Value	Critical F Value	Decision
Between Groups	1.989	5	0.398	7.513	2.253 @ 0.05 level of significance	Reject Ho
Within Groups	12.391	234	0.053			

Table 15 shows the test of difference on the level of effectiveness of the communication process when respondents are grouped in terms of area/office assignment using Analysis of Variance (ANOVA) or F-test. As shown in the table, the computed F value is 7.513 which exceeded very much the critical F value of 2.253 @ 0.05 level of significance. This means that there exists a significant difference in the level of effectiveness of the communication process in ASCC when respondents are grouped in terms of area/office assignment. This finding indicates that how respondents of different area/office assignments perceived the level of effectiveness of the communication process of ASCC significantly differed. Thus, the null hypothesis is rejected. In addition, this finding demonstrates the importance of evaluating communication effectiveness based on areas of assignment because of the perceived differences in structure, geographical location, and the number of people involved in the communication in each of the areas and area operations policies.

VI. CONCLUSIONS

The study concludes that the ASCC employees polled have a strong awareness of the internal organizational communication process and the barrier communication. They have an effective communication process along with communication (sender and receiver), message/content communication, the channel of transmitting communication, feedback, and environmental communication. However, in their respective works,

employees are affected by barrier communication in the internal organizational communication process. Those affected by barrier communication have a poor level process of communication in the performance of duty. Those unaffected by barrier communication have a high level process of communication in the performance of duty.

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Poe's "Metzengerstein" – Untangling the Skeins

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Received: 07 Nov 2022; Received in revised form: 30 Nov 2022; Accepted: 05 Dec 2022; Available online: 11 Dec 2022

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Abstract—Poe's "Metzengerstein" stands in a class of its own. It is first and foremost, a Gothic tale but, at the same time, it is much more as well. The Gothic mores embedded in the narrative are open to all the usual interpretations associated with Gothicism. Fear induced by the uncanny in the Freudian sense of *unheimliche* is an integral part of the text under consideration. What makes this tale special is the fact that the Gothic conventions have been used as an allegory for the decline and disintegration but ultimate vindication of creative imagination. The contemporary commodification of literature makes a writer's journey a tight ropewalk as he traverses the precarious path marked by the breakdown of 'Imagination' in the Coleridgean sense of the term but culminating in its definitive exoneration. Viewed from a modern standpoint, "Metzengerstein" can be looked upon as a projection of Poe's own fears and desires. It is also a repository of our apprehensions of being a 'Doppelganger'.

Keywords—Gothic, Imagination, Fears & Desires, Doppelganger.

The present article seeks to unravel the various levels of meaning embedded in the narrative of Poe's "Metzengerstein". The Gothic tropes have been deciphered and their significance highlighted. The autobiographical elements that were, perhaps, unconsciously projected into the fabric of the tale by the writer, have also been brought into sharp focus. At the same time, the article examines how this Gothic tale adroitly showcases the very real concerns that weighed on Poe's mind regarding the future of 'inspiration' and 'imagination' in a world wherein even literature is bought and sold.

Edgar Allan Poe's "Metzengerstein" (1832) goes all out to prove that the elements of terror in a Gothic narrative are not mere decorative literary devices. They are actually the off shoots of the Gothic's concern with the duality of human experience. Also, they are a manifestation of two thousand years of cultural fears. Kelly Hurley is not far off the mark when she credits the Gothic with 'invention' of a systematic discourse of the irrational, an 'invention' that precedes Freud's first glimmerings about the unconscious (Hurley, 204). Talking in the Freudian 'dream-work' mode, it can be said that the Gothic is an expression of the ambivalently attractive, 'female', unconscious 'other' of 18th century male-

cantered conscious 'Reason'. A close examination of the text under consideration brings out the importance of Gothic sublimity as a form to induce fear, especially the one induced by the uncanny in the Freudian sense of *unheimliche* (Freud 12). It is noteworthy that Gothic sublime is fundamentally effective and pictorial as opposed to a Romantic sublime which is hermeneutic and visionary.

Gothic motifs are sprinkled liberally all over Poe's "Metzengerstein" (1832), which was one of the three stories that he wrote after the commercial failure of his third volume of verse *Poems* (1931). The other two stories are "The Visionary" (1834) and "Berenice" (1835). Some commentators, reviewing the long list of Gothicism in the tale, jump to the conclusion that this story might have been an attempt at parodying the Gothic genre.

Considering Poe's penchant for humour and satire this opinion cannot be said to be indefensible. However, the Gothic extravaganza of "Metzengerstein" featuring a cryptic curse, an animated portrait, grand estates, feuding nobles, a dramatic final conflagration and a villain who is entirely in line with other Gothic blackguards simply show the writer's expertise as a Gothicismist. When one compares

the original version of the story with the final one, one realises that Poe has gradually refined away all crudities and made a quite serious attempt to write a successful Gothic story without any intention of exaggerating the Gothic elements for humorous or satiric effect.

A close reading of "Metzengerstein" reveals Poe's indebtedness to Walpole's *Castle of Otranto* (1764). Although the two tales are quite distinct from each other, four points of similarity are noticeable: The Gothic castle, the prophecy, the animated picture and the fall of the castle accompanied by an extinction of the family. *The Castle of Otranto* has been described by Walpole in detail as a typical feudal structure with towers and turrets and all the paraphernalia of medieval ethos. The palace of Metzengerstein has not been presented in minute detail but the reader is informed that it was the biggest and most splendid of all the castles belonging to the Baron. But, the splendour is overshadowed by an aura of desolation.

The prophecy in both the stories is rooted in the enmity that exists between two illustrious houses. In *The Castle of Otranto* the prophecy is that the lordship of Otranto would pass from the hands of the family that occupied it "whenever the real owner had grown too large to inhabit it". In "Metzengerstein" the prophecy is that a lofty name would fall "when, as the rider over his horse, the mortality of Metzengerstein shall triumph over the immortality of Berlifitzing" (*Collected Works of Poe* 186).

The animated pictures in both the stories are likenesses of major figures in the two tales. In the, case of *Otranto*, the animated picture is that of Manfred's grandfather while in "Metzengerstein" the design on the tapestry depicts Frederick's (Baron Metzengerstein) ancestor on the verge of plunging his dagger into his rival, a Berlifitzing. Both Manfred and Fredrick find that they are almost unable to take their eyes away from the concerned picture.

When the palace of Metzengerstein falls, it entails an extinction of the line of Metzengerstein. In the same way, when Manfred's castle is destroyed, it implies an end to his blood line as he and Hippolita are living without heirs and decide to take on "the habit of religion".

The German writer Hoffman's *Die Exlixiere de Teufels* is also said to have provided a model for "Metzengerstein". Poe had some knowledge of the German language and had read Hoffman at about this time. Also, English translations of Hoffman's tales were readily available by the time Poe came to write "Metzengerstein".

The Gothic tone of the narrative is set right in the beginning itself. As the story begins, the young Baron Fredrick of Metzengerstein is presented calmly watching his rival Berlifitzing's castle going up in flames. He is

seated in an upper chamber of his own palace. A tapestry depicting an episode from the feud between the Metzengersteins and the Berlifitzings catches his attention. A Saracen ancestor of Berlifitzing has been unhorsed and is about to be killed by a Metzengerstein who holds a dagger in his hand. The startling thing is that after some time the head of the rider-less horse seems to have changed position. Soon, it is noticed that a mysterious horse has appeared in the courtyard of the palace. The portion of the tapestry where the horse had been pictured, disappears. There follows a "perverse" attachment between the young Baron Metzengerstein and the strange steed which ultimately plunges into flames with Metzengerstein still seated on its back when the latter's palace catches fire. Clearly, this demon horse is not an ordinary animal. It could be the spirit of Berlifitzing whose palace was destroyed by fire for which Metzengerstein himself, it is hinted, might have been responsible. Or it might be an embodiment of nemesis overtaking the impious Baron. Whatever it is, it is not normal and natural. Besides, men or animals coming out of pictures, stepping out of frames and coming to life are not a part of popular fiction which aims at imitating life as it is. But, they are very much in keeping with the ethos of Gothic fiction.

Scholars like Travis Montgomery talk of Oriental Gothic in Poe's "Metzengerstein". The reader is told of Berlifitzing's "Saracen Ancestor" and Azrail, "The Quranic angel of death". This fusion of the Orient and the Gothic serves a unique purpose in the case of Poe's writing. In his *Poems* (1831) published shortly before "Metzengerstein", Oriental devices appear repeatedly. The poems examine the craft of writing and the nature of inspiration and many of them showcase 'East' as a symbol of poetic genius and 'West' as unimaginativeness. It can therefore be said that Poe continues his investigation of authorship in his prose works through the use of Gothic and oriental gimmicks. The first three stories that he wrote indirectly show his concerns regarding the demands and pitfalls of authorship. The rise of modern capitalism had changed the conditions of literary production. Until Poe's time, literature had been the field of leisured gentlemen and educated professionals. Now, all of a sudden, books (or, literature for that matter) turned into a commodity and bewildered authors had to contend with business-minded publishers and changing public tastes. This impinged upon creativity and curtailed artistic freedom and must have been a 'Gothic' experience for many writers. Montgomery observes in this connection:

Gothic fiction, which presents 'threats of disintegration', mental and social, offered a proper vehicle for Poe's own anguished response to the

challenges he and others faced while negotiating their conflicting roles as artists and professionals (Poe's *Oriental Gothic* 5)

For Poe, preserving the sanctity of the imagination for him symbolically associated with the Middle East, was of the utmost importance. "Metzengerstein", "The Visionary" and "Berenice" have a thematic similarity with the poems that he published immediately before them. All these stories make use of Gothic and Oriental devices and when read between the lines, constitute a dramatization of artistic failure in addition to imaginative deterioration consequent upon a betrayal of inspiration. American publishers catered to public taste which, at that time, was in favour of, well known British writers. "Metzengerstein" records Poe's fears regarding the ultimate destiny that awaited imagination and inspiration in a world where works of literature had been commodified.

As far as Gothic conventions are concerned, it is obvious that they are scattered all over the story and so it is quite easy to identify the Gothic pedigree of Metzengerstein. But, discerning the writer's fears figuratively expressed through the Gothic framework is not an easy job. It has also to be kept in mind that discerning the writer's anxieties does not put a cap on other interpretations of the tale as its Gothic qualities make it open to more than one interpretation.

The allegorical role assigned to Metzengerstein dawns upon the reader when he realizes that Poe has denied him the characteristics associated with a typical Gothic villain. It is true that the writer states that he indulged in "debaucheries – flagrant treacheries – unheard-of-atrocities" committed in "the space of three days" (13). But, other than this inventory, no details are given of the young noble's transgressions. The reader knows practically nothing of how his atrocities hurt others whereas usually a Gothic tale gives detailed descriptions of the protagonists' villainies and in this way, arouses sympathy for the victims. This unconventional characterization occasionally confuses some scholars into presuming the story to be a morality tale. However, "Metzengerstein" remains rather unsuccessful if regarded purely as a morality story as it gives little ethical guidance to the reader.

Poe does emphasize the 'spiritual' deficiency of the chief character. When his mother dies, he remains totally impassive. The reader is informed that he was "heartless", "self-willed" and immune to "all holy thoughts" (12). Except for this single reference to "holy thoughts" there is absolutely no comment on the religious aspect of the young Baron's transgression. This muting of the religious overtones of Metzengerstein's misdeeds

automatically focuses the reader's attention on their allegorical significance. In sharp contrast to his mother who was a woman of sympathy and imagination, the young Frederick Metzengerstein with his callous nature emerges as a symbolic figure for the unimaginative artist who lacks greatness of soul, the internal expansiveness that was so valued by the Romantics. The artist whose imagination is bestowed with visionary power is able to reconcile earthly contraries "of self and other, of mind and nature, of subject and other" (Day 58).

This reconciliation takes place in the mind, which houses imagination. No visionary, the Baron ignores his mother's spiritual legacy and indulges his desire for power and pleasure. Looked at from this angle, the Baron's behaviours become a symbol of the behaviour of those writers who reject the claims of imagination for the sake of material gains. The metempsychosis theme in the story starts serving an ironic purpose with the story driving home a contrast between horse (with soul) and rider (without soul) that underscores the Baron's imaginative decline. It is pertinent to mention here that Poe's recognition of the importance of imagination is clearly influenced by the importance that Coleridge gave to imagination in his *Biographia Literaria* (1817). There was a popular fascination with the Middle East in Poe's day and he has used the Orient as a representative figure for creative imagination. Edward W. Said states that the Orient in nineteenth century art appears as "less a place than a *topos*, a figurative devise rather than a realistic rendering of Eastern folkways" (Said 177). Poe is able to keep the theme of embattled genius alive throughout the story by a continuous scattering of references to the Orient. His indebtedness to the Gothic tradition is evident in the selection of Hungary in Europe as the locale of his tale.

But, by choosing Hungary as the stage, he has also managed to emphasize the theme of East/West conflict. In the sixteenth century, Hungary had been the site of numerous battles between Christians from the West and Muslims from the East. Thus, the Hungarian setting adds to the symbolic significance of the Metzengerstein-Berlitzing conflict. In destroying his 'Saracen' adversary, Metzengerstein is strangulating creative vision and in Berlitzing's final revenge, the transcendence of imagination is vindicated. The most covert Oriental reference in the story occurs towards the end when the Baron, on horseback, is careering towards his burning castle and the spectators exclaim "Azrael" (23). Azrael in Muslim tradition is the angel of death.

Poe has presented a clever inversion of Prophet Mohammad's Night Journey in the final ride of Metzengerstein. While the Prophet's Night Journey culminates in enlightenment and the foundation of an

enduring spiritual legacy, Metzengerstein wild ride simply ends in end. In symbolic terms, Prophet Mohammad, an oriental figure, stands for imaginative excellence and Metzengerstein stands for those writers who deny imaginative creativity and write only for fame and prosperity. Berlifitzing stands for creative energy. In seeking to destroy him, Metzengerstein gets destroyed himself. It is the triumph of creative imagination.

Benjamin F. Fisher is right when he says that Poe's "Metzengerstein" is "not a hoax" (Fisher, "Poe's Metzengerstein" 487-494). It is a serious attempt at writing a Gothic tale that is open to diverse interpretation. It was one of five tales that Poe entered in a competition for "the best American tale" sponsored by the *Philadelphia Saturday Courier* in 1932. He must have had the wide extent of the readership attracted to Gothic tales in mind when he wrote these stories as contemporary magazines were publishing Gothic narratives in large numbers. In this connection, Poe himself wrote, "To be appreciated you must be read, and these things are invariably sought after with avidity". (*The collected letters of Edgar Allan Poe* 85). As published in the *Saturday Courier*, "Metzengerstein" gave the impression of being more of a conventional Gothic tale than the other stories that accompanied it. At the same time it does not have that excess of horror that is to be found in many other works published contemporaneously by other writers. This restraint is in itself a proof of the fact that in writing "Metzengerstein" Edgar was undertaking a literary work with a purpose and not a mere burlesque. In the final version of the story published in 1850 by Griswold, Poe again conveys the impression of making an earnest attempt at writing a traditional type of Gothic or "German" tale that was so popular at that time.

The story begins in a manner typical of all Gothic narratives with Poe trying to impart an eerie touch to what he has to say. Benjamin F. Fisher says in his famous article "Poe's 'Metzengerstein'. Not a Hoax":

The abrupt beginning of "Metzengerstein" rapidly drawing the reader into the midst of fright, high pitched emotion and sensationalism, is typical of Poe and surely not overdone. (489-490)

The setting of the story, "the interior of Hungary" is 'German' or Gothic. Details of superstition and the cryptic prophecy combine with geographic locale to inform the reader that this story is a link in the long chain of terror fiction. However, Poe tries to counteract charges of excessive "Germanism" in the 1840 preface to *Tales of*

the Grotesque and Arabesque when he says that terror was "not of Germany, but of the soul" (iii).

The character of Fredrick, Baron Metzengerstein does not show any evidence of a mocking exaggeration aiming at parody or burlesque. He is wicked, no doubt, but with a great economy of style, Poe writes that "a barrier had long since arisen in the channel of all holy thoughts and gentle recollections." He could easily step into the pages of a novel by Mrs. Radcliffe or for that matter, into the shoes of any villainous protagonist of some other Gothic tale. Like numerous other Gothic villains springing from the European nobility, Fredrick has inherited feudal magnificence. The gloomy, desolate and eerie upper chamber of his palace where he sits watching his rival's palace on fire or where he observes the mysterious design on the faded tapestry, could well have been an upper chamber in Otranto or Udolpho.

In keeping with typical Gothic conventions, Poe provides a fitting backdrop and a choice vocabulary to describe the death of the Gothic villain. The reader is informed that it was a stormy night, the Château Metzengerstein was engulfed in a "dense and livid mass of ungovernable fire" and its battlements were "crackling and rocking to their very foundations". The demon horse with the terrified Frederick on its back cleared the gateway and the moat "in a single plunge", its hooves clattered louder than the "shrieking" of the wind and the roaring of the flames and it carried the Baron into "the whist wind of hissing and chaotic fire." The setting and the words used by the writer, both add to the terror of the situation that is being described. The Gothic tradition of mystery and fear is fully realized here. But, there is an absence of gruesome details and the horrors are laid out with sparseness indicating the mild conventionality of the tale. There is nothing to indicate that Poe was exaggerating Gothic conventions in order to write a burlesque of the same. The ending of the story reinforces the basic theme of metempsychosis that runs through the story:

... a cloud of smoke settled heavily over the battlements in the distinct colossal figure of – a horse (Poe 44)

Looked at from a modern stand point, it can also be said that "Metzengerstein" is essentially like a 'dream' in the sense that dreams are reflections of our inmost frequently subconscious, feelings. At first glance, the wealthy young Baron Metzengerstein seems to be the opposite of Poe who was of a poverty stricken background. But when viewed as a dream work, the Baron becomes representative of what Poe did desire – wealth, social position and a distinguished ancestry. In dreams, it has been established, the dreamer satisfied his inmost desires. Poe had been

brought up by an unrelated rich man who often showed his contempt for Poe's family. So Poe developed a persistent desire to appear as a wealthy nobleman. In later years when he was a known figure, would-be biographers were invariably provided with details of a noble ancestry by Poe. A close examination of Metzengerstein reveals other points of similarity between Poe and his protagonist. The Baron is orphaned and his mother dies of consumption when he is in his childhood. So did Poe's. The Baron starts indulging in excess. Poe, left without the restraints of a home, had also started living a life of excess in college. There are other matching points too as, for instance, the Baron's openly expressed wish for death which can be correlated to various passages in Poe's letters. There can be no doubt that the Baron is Poe himself, projected in an unconscious dream like fashion. The Baron's behaviour can also be interpreted as a reflection of his creator's. His desire to assess himself upon his uneasy mastery of the strange horse and his final defeat and death when the horse carried him to his doom – all are shadowy reflections of Poe's, perhaps unconscious but real predilections. Poe himself was antagonistic to the world at large. The Baron's struggles to master the hostile powers lined up against him and his ultimate death symbolizes Poe's failure to actually master them. It is possible that Poe himself may have never given expression to his own fears, desires or hostilities. Perhaps he was not conscious of the exact extent of those fears, desires and hostilities. But, as in the case of dreams, they have been projected un-consciously into the tale that he has penned and "Metzengerstein" takes on a fresh significance when viewed as a 'dream-story'. The various nuances of meaning that can be read into "Metzengerstein" validate the important place that Poe's work occupies in European literary circles even though his native America sometimes hesitates to give him the top place.

The 'discovery' of the human psyche in the 19th century leads Gothic writers to exploit the possibilities put forth by the question of the double or what David Punter calls the 'Doppelgänger' that signifies "the mask of innocence". Attention moved to the horrors that lurk in our own psyche and Poe's work is in line with it. Like all other Gothic narratives, his writings reveal our inability to purge our base instincts completely from the human psyche. His "Metzengerstein" is a repository of our deepest fear – the fear that each one of us is capable of great evil.

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Basic Psychological Need Satisfaction and Work Engagement of Employees in Andres Bonifacio College, Inc., Dipolog City, Philippines

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Received: 05 Nov 2022; Received in revised form: 29 Nov 2022; Accepted: 06 Dec 2022; Available online: 11 Dec 2022

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Abstract— This study aimed to determine the basic psychological need satisfaction and how it affects the work engagement of Andres Bonifacio College, Inc. employees during the school year 2022-2023. A quantitative descriptive-correlational research design was employed in this study. Using frequency counting and percent, weighted mean, standard deviation, Mann-Whitney U test, Kruskal-Wallis test, and Spearman Rank-Order Correlation, data were obtained from 120 employees of Andres Bonifacio College, Inc. The study found that the respondents' perceived level of basic psychological need satisfaction is agreed upon and interpreted as satisfied. Standard deviations less than 3.0 supported a high degree of homogeneity in their responses. Moreover, the study found that the respondents perceived level of work engagement is agreed upon and interpreted as highly engaged. The study found that there existed a significant difference in the perceived level of basic psychological need satisfaction when the respondents were grouped in terms of age, position, and educational attainment, but no significant difference in the perceived level of basic psychological need satisfaction when the respondents are grouped in terms of sex, monthly income and years in service. Furthermore, data analysis also revealed a significant relationship between basic psychological need satisfaction and work engagement. This indicates that the basic psychological need satisfaction was significantly related to employees' work engagement in Andres Bonifacio College, Inc. Hence, management strategy and working environments would be enhanced to boost employee job satisfaction, psychological well-being, and engagement.

Keywords— Basic Psychological Need Satisfaction, Work Engagement, Philippines.

I. INTRODUCTION

Maintaining and enhancing well-being is a universal plan for every employee. Improving organizational performance has no single solution because many aspects of human factors cause organizational performance. The performance of the organization depends on its employees who are working for the objectives of the organization. However, employees' psychological needs dissatisfaction could lead to organizational cynicism, leading to poor work engagement, low morale, high absenteeism, turnover, disillusionment, job dissatisfaction, and fewer citizenship behaviors. Lack of physiological needs can affect the well-being of psychological conditions (Abun & Magalanez, 2018). Furthermore, when employees get frustrated, it can result in work goals being followed by

feelings of emptiness, disappointment, and demotivation (Vansteenkiste & Ryan, 2013). Hence, disengaged employees become disconnected from their jobs and conceal their fundamental identities and ideas, leading to negative emotions during the performance of duties (Lovina, Genuba, & Naparota, 2020).

Self-determination theory emphasizes the importance of essential psychological needs satisfaction for optimal functioning and ongoing psychological growth. These needs indicate the necessary conditions for psychological well-being, and satisfying employees' needs such as psychological and physiological, which lead to the most optimal functioning. Autonomy, competence, and relatedness influence an employee's level of intrinsic motivation on a given task (Havik, Bru, & Ertesvåg, 2015).

Moreover, work engagement can be characterized by energy, involvement and positive interaction in the workplace and is regarded as an important concept for enhancing employees' recruitment and retention (Abarantyne, Naidoo, & Rugimbana, 2019).

Work engagement correlated to so many studies with different factors. Hassan and Al-Jubari (2015) who indicated that basic psychological need satisfaction and work engagement were significantly correlated. Hence, confirmed that basic psychological need satisfaction (autonomy, relatedness, competence, and work engagement) were significantly related. However, study revealed that basic psychological need satisfaction were not significantly related with each other (Nishimura & Suzuki, 2016).

Previous foreign and local studies such as Abun et al. (2020) and Abun et al. (2019) with distinct samples examined the accumulated antecedents and consequences of basic psychological need satisfaction at work. In addition, the study showed that various social-contextual factors had been examined concerning the basic psychological needs, such as autonomy, competence, and relatedness among private and government employees. As for basic psychological need satisfaction and work engagement, the same meta-analysis concluded that this concept needs further research because it has not received much attention in the City of Dipolog, Province of Zamboanga del Norte. However, the studies differ in scope and limitation because the various studies focused on different sectors. In contrast, the present study focused on educational sector employees of Andres Bonifacio College, Inc., Dipolog City. This study on basic psychological need satisfaction and work engagement are significant for it would help assess the present situation of the employees of Andres Bonifacio College, Inc.

Theoretical Framework

This study is anchored on Self-Determination Theory by Deci and Ryan and Work Engagement Theory of

Khan. These are considered the most relevant theories to lay a solid foundation to support this study.

Deci and Ryan (1985, 2000) developed the Self-Determination Theory. SDT is a motivation theory that examines people's functioning in adaptive and maladaptive contexts. The idea that all people have three universally basic psychological needs—autonomy, competence, and relatedness—and the satisfaction of meeting these needs is at the heart of SDT. To be autonomous, a person must be able to choose their life direction, have psychological freedom when engaging in a task, and feel effective and capable of achieving their goals. Being competent involves feeling capable of completing tasks and achieving goals. Finally, relatedness refers to the requirement for developing close relationships and feeling like a member of a community or group. Therefore, fulfilling basic psychological needs and frustration can become a problem for the organizational objectives and performance.

The SDT theory posits the existence of three basic psychological needs: autonomy, relatedness, and competence. The satisfaction of these psychological needs is universally essential for human thriving. In contrast, when these needs get frustrated, maladjustment and even psychopathology results (Ryan & Deci, 2017; Vansteenkiste & Ryan, 2013). SDT views humans as active, growth-oriented organisms with an inherent integrative tendency. Satisfaction of the basic psychological needs for autonomy, relatedness, and competence is said to function as a fundamental nutrient that energizes the integration process and contributes to the health and psychological well-being. Recently, it has been recognized that beyond measuring need satisfaction versus the lack thereof, needs can be actively blocked or thwarted. Whereas low need fulfillment would fail to foster the growth potential of individuals, the frustration of these needs would elicit defensiveness, ill-being, and even psychopathology (Bartholomew et al. 2011; Ryan et al. 2006; Vansteenkiste & Ryan 2013).

Conceptual Framework

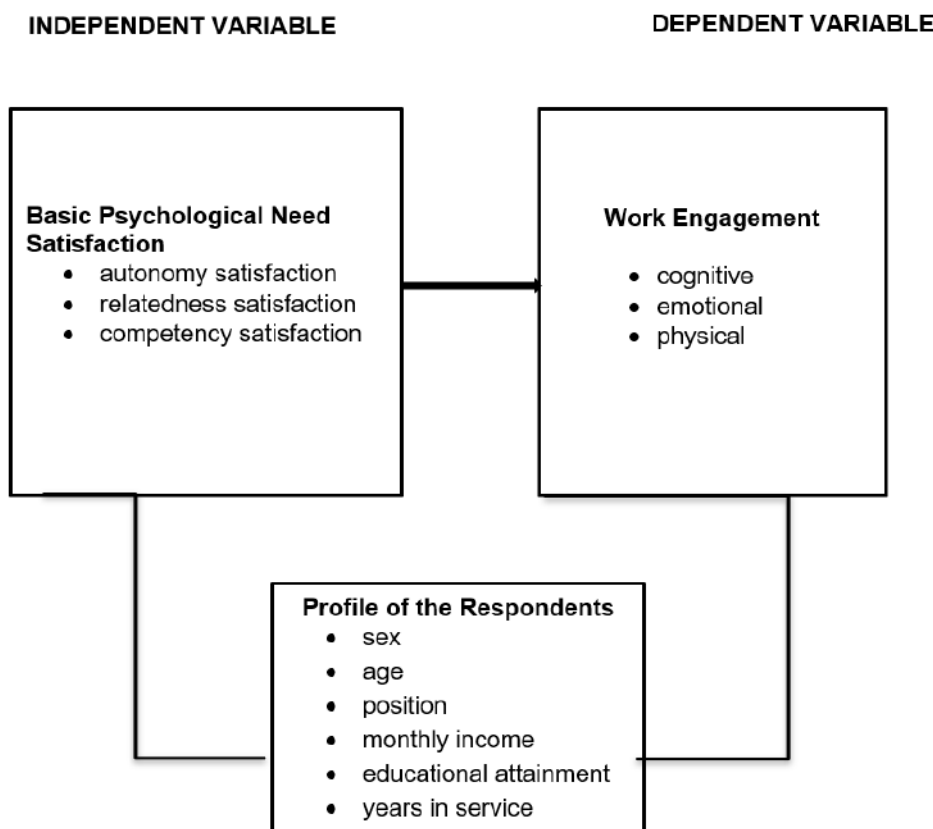


Fig.1. Conceptual Framework of the Study

Statement of the Problem

This study aimed to determine the basic psychological need satisfaction and how it affects the work engagement of employees in Andres Bonifacio College, Inc. during the school year 2022-2023.

Specifically, it sought to answer the following questions:

1. What is the profile of the respondents in terms of:
 - 1.1 sex;
 - 1.2 age;
 - 1.3 position;
 - 1.4 monthly income;
 - 1.5 educational attainment; and
 - 1.6 years in service?
2. What is the perceived level of basic psychological need satisfaction of employees in terms of:
 - 2.1 autonomy satisfaction;
 - 2.2 relatedness satisfaction; and
 - 2.3 competency satisfaction?
3. What is the perceived level of work engagement of employees in terms of:
 - 4.1 cognitive;
 - 4.2 emotional; and
 - 4.3 physical?

4. Is there a significant difference in the perceived level of basic psychological need satisfaction of the respondents when analyzed according to profile?
5. Is there a significant difference in the perceived level of work engagement of the respondents when analyzed according to profile?
6. Is there a significant relationship between basic psychological need satisfaction and work engagement?

II. LITERATURE

Basic Psychological Need Satisfaction

The concept of basic psychological needs satisfaction is a significant predictor of individual function in life. Moreover, basic psychological need satisfaction is closely associated with the Self-Determination Theory (SDT). Satisfaction of individuals' basic psychological needs has a direct and positive influence on their level of satisfaction with life (Silman, 2014). The Self-Determination Theory describes the impact of social environments on employees' motivation, behavior, and well-being by focusing on fundamental aspects of personality development, self-regulation, and basic psychological needs (Schutte, Wissing, & Ellis, 2018). Basic psychological need satisfaction is the essential

nutrient for motivation in human beings (Tiwari & Garg, 2019).

Autonomy Satisfaction

Gagne (2015) autonomy is defined as acting with a sense of will, support, and decision. People act according to their approval, volition, or free will when they have this kind of need, which is an intrinsic motive. However, the social environment must encourage this independence by neither administering punishment nor praise. The growth of autonomy can be hampered by external factors like enforcing deadlines since they limit, regulate, and lower intrinsic motivation. Nishimura and Suzuki (2016) autonomy satisfaction refer to the feeling of being the perceived origin or source of one's behavior and the experience of full self-determination when committing to an activity. The need for autonomy signifies people's innate longing for purposive striving to perform and, experience a free will of choice and have psychological freedom when carrying out an activity (Tiwari & Garg, 2019).

Relatedness Satisfaction

Relatedness satisfaction refers to the experience of intimacy and genuine connection with others (Nishimura & Suzuki, 2016). Relatedness is that human beings long for connection to other people, to be related to other people, to develop personal relationships, and want to be cared for to be loved. Relatedness equates to the social and external esteem needs such as relationships or involvement with friends, family, and co-workers. Each individual has a social need to develop a social relationship with as many people as possible (Abun & Magallanez, 2018). Relatedness in the workplace builds bonds with others, connecting on similarities in how people socialize, think, and behave. Relatedness refers to having a sense of belonging among employees and building meaningful and fulfilling relationships. Employees' relatedness at work can affect their motivation and desire to do their job well and impact retention rates (Crace, 2020).

Competency Satisfaction

Competency satisfaction involves feeling effective in one's ongoing interactions with the social environment and being capable of expressing one's capacities and achieving positive outcomes (Nishimura & Suzuki, 2016). Competence is also known as mastery which is defined as having knowledge or skills in a particular subject or accomplishment. Humans need to learn and grow both personally and professionally. The desire to improve at something fuels one's motivation to be better, do more, and be rewarded for achieving their goals. It is the organization's responsibility to ensure there are programs and opportunities to develop their skills and reward employees for their accomplishments (Crace, 2020). The need for

competence is defined as an individual's inherent desire to feel effective in interacting with the environment (Tiwari & Garg, 2019).

Work Engagement

Work engagement means harnessing organizational members' selves to their work roles; in engagement, people employ and express themselves physically, cognitively, and emotionally during role performances. It means that people are integrated into their work; there is no separation between personal selves and the work. Work engagement as a two-dimensional construct to include attention in terms of time spent thinking about one's role at work and absorption in terms of the intensity of one's focus on a role at work (Abun, Magallanes, Foronda, & Encarnacion, 2020). On the other hand, work engagement refers to three characteristics: vigor, dedication, and Absorption. Vigor is characterized by high energy dedicated to the work and mental resilience while working—the willingness to invest effort in one's work. The dedication was characterized as “a sense of significance, enthusiasm, inspiration, pride, and challenge. And Absorption was characterized as “being fully concentrated and deeply engrossed in one's work, whereby time passes quickly (Lovina, Genuba, & Naparota, 2020).

III. METHODOLOGY

Method Used

The study included survey and descriptive-correlational research methods. The survey method was employed since the researchers' gathered data through a questionnaire checklist of basic psychological need satisfaction and level of work engagement. Creswell and Guetterman (2019) defined a survey as a research method used for collecting data from a predefined group of respondents to gain information and insights on various topics of interest. On the other hand, correlational research is a type of non-experimental research method in which a researcher measures variables, understands, and assesses the statistical relationship between them with no influence from any extraneous variable (Bhat, 2019). A correlational analysis was performed to determine the significant relationship between basic psychological need satisfaction and work engagement.

Research Instrument

The questionnaire used in the study consisted of three parts; 1) Basic Psychological Need Satisfaction Scale (BPNSS) adopted from (Abun, D., Magallanez, T., Foronda, S. L. G. L., & Agoot, F., 2019) consists of twelve (12) items divided into three (3) indicators, namely: Autonomy Satisfaction, Relatedness Satisfaction and

Competency Satisfaction; 2) Work Engagement Scale (WES) adopted from (Abun, D., Menor, R. I., Catabagan, N. C., Magallanes, T., & Ranay, F. B. (2021) consists of fifteen (15) items divided into three (3) indicator, namely: Cognitive, Emotional and Physical.

Statistical Treatment of the Data

Presented below are the statistical tools utilized in the treatment and analysis of data gathered.

Frequency Counting and Percent. They are used to determine the profile of the respondents in terms of sex,

age, educational attainment, position and years of experience.

Weighted Mean. This is used to quantify the respondents' ratings on the Basic Psychological Need Satisfaction and Work Engagement. Presented below are the scoring guide in giving qualitative description and interpretation of the responses of the items in Basic Psychological Need Satisfaction and Work Engagement.

Basic Psychological Need Satisfaction

Scale	Description	Interpretation
4.21-5.00	Strongly Agree	Very satisfied
3.41-4.20	Agree	Satisfied
2.61-3.40	Somewhat Agree	Somewhat Satisfied
1.81-2.60	Disagree	Dissatisfied
1.00-1.80	Strongly Disagree	Very Dissatisfied

Work Engagement

Scale	Description	Interpretation
4.21-5.00	Strongly Agree	Very Highly Engaged
3.41-4.20	Agree	Highly Engaged
2.61-3.40	Somewhat Agree	Moderately Engaged
1.81-2.60	Disagree	Low Engaged
1.00-1.80	Strongly Disagree	Very Low Engaged

Standard Deviation. This is used to determine the homogeneity and heterogeneity of the employees scores where $SD \leq 3$ is homogenous and $SD > 3$ is heterogeneous (Aiken & Susane, 2001; Refugio, Galleto, & Torres, 2019).

Mann-Whitney U Test. This is used to test the difference in workplace wellbeing and work engagement when respondents are grouped in terms of sex and position.

Kruskal-Wallis Test. This is used to test the difference in workplace wellbeing and work engagement

when respondents are grouped in terms of age, years of experience and educational attainment.

Spearman Rank-Order Correlation. This is used to determine the correlation between Basic Psychological Need Satisfaction and Work Engagement. The following guide in interpreting the correlation value suggested by Cohen, West, and Aiken (2014) was utilized in this study:

Value	Size	Interpretation
± 0.50 to ± 1.00	Large	High positive/negative correlation
± 0.30 to ± 0.49	Medium	Moderate positive/negative correlation
± 0.10 to ± 0.29	Small	Low positive/negative correlation
± 0.01 to ± 0.09	Negligible	Slight positive/negative correlation
0.0	No correlation	

IV. RESULTS AND DISCUSSIONS

Profile of the Respondents

Table 2. Profile of Respondents in Terms of Sex

Sex	Frequency	Percent
Male	44	36.67
Female	76	63.33
Total	120	100.00

Table 2 shows the profile of the respondents in terms of sex. Seventy-six (76) or 63.33% are females while forty-four (44) or 36.67% are males. This implies that the majority of the respondents are females. This further implies that females are more interested in teaching than males. The current survey statistics was identical to Olafsen, Halvari, and Frølund (2021) study, which indicated that 54.4 percent of employees were females. Liebenberg, Scholtz, and De Beer (2022) also discovered that 78.80 percent employees were females.

Table 3. Profile of the Respondents in Terms of Age

Age	Frequency	Percent
21-30	69	57.50
31-40	21	17.50
41-50	6	5.00
51 & above	24	20.00
Total	120	100.00

Table 3 depicts the profile of the respondents in terms of age. Sixty-nine (69) or 57.50% are 21-30 years old, twenty-four (24), or 20% are 51 years and above, twenty-one (21), or 17.50% are 31-40 years old, and only six (6) or 5% are 41-50 years old. This means that majority of the respondents are 21-30 years old. This further implies that the employees at Andres Bonifacio College, Inc. are having a high level of turn-over of employees. The finding is contrary to Olafsen, Halvari, and Frølund (2021) study, which discovered that most employees were between 35–49 years, considered adulthood accounting for 44.0%, while Under 27.6% were under 34 years and 50 years, and over is 28.4 percent, considered old ages.

Table 4. Profile of the Respondents in Terms of Position

Position	Frequency	Percent
Teaching	92	76.67
Non-teaching	28	23.33
Total	120	100.00

Table 4 reveals the profile of the respondents in terms of position. Nine-two (92) or 76.67%, are teaching,

while twenty-eight (28), or 23.33%, are non-teaching. This means that majority of the respondents are in the teaching position. This can be attributed to the fact that in an educational institution, majority of the positions are teaching while only a few are open for non-teaching. The current data backs up Kawasaki (2019) study, which indicated that about 56.2% of employees belonged to academic positions, and 43.8% belonged to other positions.

Table 5. Profile of the Respondents in Terms of Monthly Income

Monthly Income	Frequency	Percent
Below 10,000	9	7.50
10,001-15,000	63	52.50
15,001-20,000	21	17.50
20,001-25,000	16	13.33
25,001 & above	11	9.17
Total	120	100.00

Table 5 illustrates the profile of the respondents in terms of monthly income. Sixty-three (63) or 52.50% are earning monthly income of 10,001-15,000. Twenty-one (21) or 17.50% are receiving a monthly income of 15,001-20,000, and only nine (9) or 7.50% are receiving a monthly income of below 10,000. This indicates that the majority of the respondents are receiving a monthly income of 10,001-15,000. The current survey statistics were identical to Batugal (2019) study, which indicated that 41.09% of employees received a salary of Php 15 000 and below. However, the National Wages and Productivity Commission Department of Labor and Employment Philippines indicated that the average monthly wage of full-time workers in education Philippines, as of August 2018, is Php 26,816 for University and Higher Education teachers (DOLE, 2018).

Table 6. Profile of the Respondents in Terms of Educational Attainment

Educational Attainment	Frequency	Percent
College Graduate	43	35.83
College Graduate w/ Masteral Units	46	38.33
Masteral Degree	22	18.33
Master's Degree, w/ Doctoral Units	4	3.33
Doctoral Degree	5	4.17
Total	120	100.00

Table 6 displays the profile of the respondents in terms of educational attainment. Forty-six (46) or 38.33% are college graduates with master's units, forty-three (43), or 35.83% are college graduates, twenty-two (22) or 18.33% are master's degree holders, four (4), or 3.33% are master's degree holders with doctoral units, and five (5) are doctoral degree holders. This suggests that only a few of the respondents pursue graduate studies. This can be attributed to the fact that the majority of the respondents are still young and new in the service. The finding is contrary to Kassaw and Golga (2019) study, which discovered that 66.10 percent of employees earned a Masteral degree, 15.30 percent of employees earned a bachelor's degree, and 18.60 percent earned a doctoral degree.

Table 7. Profile of the Respondents in Terms of Years in Service

Years in Service	Frequency	Percent
5 years & below	73	60.83

6-10 years	18	15.00
11-15 years	8	6.67
16 years & above	21	17.50
Total	120	100.00

Table 7 portrays the profile of the respondents in terms of years in service. Seventy-three (73) or 60.83% are in the service for five years and below, twenty-one (21) or 17.50% are in the service for 16 years and above, eighteen (18) or 15.00% are 6-10 years in service, and only eight (8) or 6.67% are 11-15 years in the service. This signifies that the majority of the respondents are 5 years and below in the service. This further signifies that they are still new in the service. The finding is supported by Ahmad, Jasimuddin, and Kee (2018), who indicated that 35.2 percent of employees have a long service history.

Basic Psychological Need Satisfaction

Table 8. Perceived Level of Basic Psychological Need Satisfaction

A. Autonomy Satisfaction	Mean	SD	Description	Interpretation
1. At work, I feel a sense of choice and freedom in the things I undertake	4.10	0.73	Agree	Satisfied
2. I feel that my decisions on my job reflect what I really want	4.13	0.67	Agree	Satisfied
3. I feel my choices on my job express who really, I am	4.24	0.74	Strongly Agree	Very Satisfied
4. I feel I have been doing what really interests me in my job	4.18	0.71	Agree	Satisfied
B. Relatedness Satisfaction				
1. I feel that the people I care at work about also care about me	3.96	0.86	Agree	Satisfied
2. I feel connected with people who care for me at work and for whom I care at work	4.06	0.82	Agree	Satisfied
3. At work, I feel close and connected with other people who are important to me	4.10	0.93	Agree	Satisfied
4. I experience a warm feeling with the people I spend time with at work	4.26	0.85	Strongly Agree	Very Satisfied
C. Competency Satisfaction				
1. I feel confident that I can do things well on my job	4.25	0.61	Strongly Agree	Very Satisfied
2. At work, I feel capable at what I do When I am at work, I feel competent to achieve my goals	4.23	0.63	Strongly Agree	Very Satisfied
3. When I am at work, I feel competent to achieve my goals	4.18	0.67	Agree	Satisfied
4. In my job, I feel I can successfully complete difficult task	4.21	0.71	Strongly Agree	Very Satisfied
Overall Mean	4.16	0.75	Agree	Satisfied

Table 8 reflects the perceived level of basic psychological need satisfaction. The respondents are very satisfied in terms of their experience with the people they spend time with in their work, they feel confident that they can do things well in their job, and they also feel that their choices on their job express who they really are, and in their job, they feel they can successfully complete a difficult job. The statement “I feel that the people I care at work about also care about me” obtained the lowest mean of 3.96 but is still interpreted as satisfied. Overall, the respondents are satisfied with their respective work assignments (mean=4.16, SD=0.75). The standard deviation shows the

homogeneity of the responses. This finding conveys that the teaching and nonteaching personnel of Andres Bonifacio College, Inc. are satisfied in terms of basic psychological need satisfaction. The current data backs up Abun, Magallanez, Foronda, and Agoot (2019) study, which found that overall, employees’ basic psychological need satisfaction is considered high. They further indicated that employees agree that their autonomy, relatedness, and competency needs are satisfied.

Work Engagement

Table 9. Perceived Level of Work Engagement

Work Engagement	Mean	SD	Description	Interpretation
A. Cognitive				
1. My mind is often full of ideas about my work	4.18	0.58	Agree	Highly Engaged
2. My mind is fully engaged with my work	4.13	0.72	Agree	Highly Engaged
3. I have an idea about how to perform my work better	4.27	0.67	Strongly Agree	Very Highly Engaged
4. I search for new ways to improve my knowledge related to my work	4.48	0.56	Strongly Agree	Very Highly Engaged
5. My thoughts are fully focused when thinking about my work	4.03	0.78	Agree	Highly Engaged
B. Emotional				
1. I feel very delighted about what I am doing whenever I am working	4.13	0.74	Agree	Highly Engaged
2. I am excited to do my work	4.16	0.73	Agree	Highly Engaged
3. I feel good about the work that I do	4.28	0.62	Strongly Agree	Very Highly Engaged
4. I am always very enthusiastic to perform my work	4.07	0.70	Agree	Highly Engaged
5. I feel very happy when I carry out my responsibilities at work	4.19	0.67	Agree	Highly Engaged
C. Physical				
1. No matter how much I work, I still have a high level of energy	3.71	0.99	Agree	Highly Engaged
2. I have a great deal of stamina for my work	3.87	0.77	Agree	Highly Engaged
3. I have a lot of energy for my work	3.89	0.83	Agree	Highly Engaged
4. I am frequently energized by my work	3.86	0.79	Agree	Highly Engaged
5. Though my work is physically challenging, I am still excited to do	3.93	0.94	Agree	Highly Engaged
Overall Mean	4.08	0.77	Agree	Highly Engaged

Table 10 conveys the perceived level of work engagement. The result shows that the respondents are very highly engaged in terms of “I search for new ways to improve my knowledge related to my work” and “I have an idea about how to perform my work better” for cognitive work engagement and “I feel good about the work that I do” for

emotional work engagement. The respondents are highly engaged in terms of physical work engagement. Overall, the respondents are highly engaged (mean=4.08, SD=0.77) in their respective work assignments. The standard deviation also manifests that there exists homogeneity of the responses. This finding implies that the teaching and

nonteaching personnel of Andres Bonifacio College, Inc. are highly engaged in their respective work assignment. The finding is contrary to Abun, Menor, Catabagan, Magallanes, and Ranay, (2021) study, which found that the work engagement of employees of the Divine Word Colleges in the Ilocos region is considered high but not very high. Abun,

Magallanez, Foronda, and Agoot (2019) also discovered that employees have a high work engagement.

Test of Difference in the Perceived Level of Basic Psychological Need Satisfaction

Table 10. Test of Difference in the Perceived Level of Basic Psychological Need Satisfaction

Variable	U-Value	H-Value	p-value	Interpretation
Sex	1441.500		0.193	Not Significant
Age		9.361	0.025	Significant
Position	810.500		0.002	Significant
Monthly Income		8.538	0.074	Not Significant
Educational Attainment		14.694	0.005	Significant
Years in Service		5.929	0.115	Not Significant

Table 11 presents the test of difference in the perceived level of basic psychological need satisfaction when respondents are grouped in terms of profile variables using the Mann-Whitney U-Test and Kruskal-Wallis H-Test. The result reveals that there is no significant difference in the perceived level of basic psychological need satisfaction when respondents are grouped in terms of sex, monthly income, and years in service. There exists a significant difference in the perceived level of basic psychological need satisfaction when respondents are grouped in terms of age ($H=9.361$, $p=0.025$), position ($U=810.500$, $p=0.002$), and educational attainment ($H=14.694$, $p=0.005$). Thus, the null hypothesis is rejected. This means that how respondents of different age brackets, positions, and educational attainment, perceive basic need satisfaction significantly differ. This further means that the respondents' perception of basic psychological need satisfaction is affected by their age, position, and educational attainment. When data on age and educational attainment are subjected to post hoc analysis using pairwise comparison and Mann-Whitney U-Test, it yielded that the differences when respondents are grouped in terms of age exist between 21-30 years old and 41-50 years old while in terms of educational attainment,

the differences exist between college graduates and master's degree graduates, college graduates and doctoral degree graduates, college graduates with master's units and master's degree graduates, college graduates with master's units and doctoral degree graduates, and between master's degree graduates and doctoral degree graduates.

The current data backs up Lataster et al. (2022) study, which indicated that sex has no significant impact on basic psychological need satisfaction. However, the present data contradicts Lataster et al. (2022) study, which stated that monthly income significantly impacts basic psychological needs. In addition, Betoret (2013) also discovered that years in service greatly influence psychological needs satisfaction. Stan and Virgă (2021) also found that the length of service affects basic psychological satisfaction. Moreover, the current data backs up Lataster et al. (2022) study, which indicated that age, position, and educational attainment positively influence basic psychological need satisfaction.

Test of Difference in the Perceived Level of Work Engagement

Table 11. Test of Difference in the Perceived Level of Work Engagement

Variable	U-Value	H-Value	p-value	Interpretation
Sex	1521.00		0.391	Not Significant
Age		5.701	0.127	Not Significant
Position	822.000		0.003	Significant
Monthly Income		10.541	0.032	Significant

Educational Attainment	10.015	0.040	Significant
Years in Service	4.840	0.184	Not Significant

Table 13 reflects the test of difference in the perceived level of work engagement when respondents are grouped in terms of profile variables using the Mann-Whiney U-Test and Kruskal-Wallis H-Test. The data manifest that there is no significant difference in the perceived level of work engagement when respondents are grouped in terms of sex, age, and years in service. There exists a significant difference in the perceived level of work engagement when respondents are grouped in terms of position ($U=822.00$, $p=0.003$), monthly income ($H=10.541$, $p=0.032$), and educational attainment ($H=10.015$, $p=0.040$). Thus, the null hypothesis is rejected. This entails how respondents of different positions, monthly income levels, and educational attainment perceived work engagement significantly differ. This implies that the respondents' perception of work

engagement is significantly affected by their positions, monthly income levels, and educational attainment. The current data contradicts Landqvist and Schad (2021) study, which found that age, sex, and year of experience influence work engagement. Wang, Chen, Duan, and Du (2018) discovered that educational attainment and job position impact working engagement. However, Heniel and Naparota (2021) study indicated no significant difference in the perceived level of Work Engagement when respondents were grouped as to monthly income.

Test of Relationship between the Perceived Levels of Basic Psychological Need Satisfaction, Basic Psychological Need Frustration and Work Engagement

Table 12. Relationship between Basic Psychological Need Satisfaction, Basic Psychological Need Frustration and Work Engagement

Basic Psychological Need	Spearman's rho and p-value	Work Engagement	Interpretation
Satisfaction	Spearman's rho	0.566	Significant High Positive Correlation
	p-value	< 0.001	
	p-value	.085	

Table 14 reveals the test of the relationship between the perceived levels of basic psychological need (satisfaction and frustration) and work engagement using Spearman's rho. The results convey that there is no significant relationship between the perceived levels of basic psychological need frustration and work engagement (spearman rho=-0.158, $p=0.085$). There exists a significantly high positive correlation between basic psychological need satisfaction and work engagement (Spearman rho=0.566, $p<0.001$). Thus, the null hypothesis is rejected. This implies that as the level of basic psychological need satisfaction increases, the level of work engagement also increases. This further implies that work engagement is significantly affected by basic psychological need satisfaction.

The finding is supported by Abun et al. (2019), who indicated that Autonomy, competence, and relatedness satisfaction were significantly associated with work engagement. Taken them singly, Autonomy, relatedness, and competence need satisfaction are all correlated to work

engagement. Furthermore, it reveals that, as a whole, basic psychological need frustration does not correlate with working engagement (Abun, Magallanez, Foronda, & Agoot, 2019). Gil-Flórez, Llorens, Acosta-Antognoni, and Salanova (2022) indicated that basic psychological need frustration is negatively related to work engagement.

V. CONCLUSIONS

The study concludes that the employees polled have a strong awareness of psychological well-being and control of their emotions over satisfaction and engagement. They also have a high level of essential psychological need satisfaction over their own and others' emotions. Likewise, the study concludes that employees work with freedom, confidence, and competence in their jobs and have connectivity with their co-employees. This indicates that overall, employees' basic psychological need satisfaction is considered high. In addition, employees with a high level of work engagement also have happy emotional feelings and

are physically energized and mindfully engaged in their work tasks. Moreover, those with a high level of essential psychological need satisfaction have a high level of engagement in their work. This indicates that work engagement is influenced by psychological well-being satisfaction. Furthermore, those with the highest levels of psychological need satisfaction are also the ones who are the most engaged in their work. Finally, the employees' working environment and psychological well-being are well and pleasing because the employees' engagement is unbothered by psychological well-being.

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Larkin's "Church Going" carefully balances agnostic dissent with an insistence on saving the spirit of tradition which reflects secular Anglicanism

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Received: 11 Nov 2022; Received in revised form: 02 Dec 2022; Accepted: 08 Dec 2022; Available online: 14 Dec 2022

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Abstract— *Post-world war II England saw a gradual decline in attendance in the churches which reflects a slowdown in overall religious belief of the masses. They rather seemed to be interested in church buildings as they provided them an opportunity to find meaning of their lives and keep their spirit of tradition alive however they were indifferent towards religion as a governing body. Larkin's "Church Going" (1954), which is his most celebrated religious poem perfectly delineates the mood of the time and portrays the relationship between religion and the then society. The narrator, who is an atheist, describes himself as an "Anglican agnostic" which indicates he is Larkin himself. He attempts to combine agnostic dissent with an effort of preserving tradition. This is a reflection of the ideology of secular Anglicanism wherein the importance of Church remains but that of God seems diminishing. This paper aims to explore these themes and understand Larkin's perspective of religion in the twentieth century English society.*

Keywords— *Anglicanism, Church Going, Larkin, secular, post world-war England.*

"Church Going" (1954) is a unique and ambiguous poem written by Philip Larkin. It is a monologue in which the speaker discusses the futility as well as utility of religion and the institution of church. A poem of seven stanzas, each with nine iambic pentameters, it expresses a view that faith and belief in religion must minimize but that the spirit of tradition represented by the English church must exist. The poet speculates the condition of the church when it might fall out of use however these speculations makes him realise that the fear of death and loss of religious belief are counter-acted by an unshakable faith in human and individual potential. Hence, in this poem, Larkin attempts to balance his agnostic dissent with a belief in the spirit of tradition, which together reflects secular Anglicanism.

The poem begins with the narrator being an atheist but gradually he realizes that traditions cannot die and belief in ideals like religion and faith are necessary for a society to function. The title of the poem is itself ambiguous. R.N Parkinson, in the essay 'To keep our metaphysics warm, a study of Church Going', writes that the connotations of the title convey "the unapprehended complication of the

visitor's attitude". Firstly, it implies a regular attendance at the church. Secondly, it suggests "mere good manners of well-being habit which at once keep the church going and prevent it from going altogether". Finally, it indicates the ideals of the church and states that its authority is 'going' or fading from view. Hence, the title itself sets the contradictory tone of the poem.

Larkin begins the poem by writing "once I am sure there's nothing going on, I step inside" which reflects the idea that nothing of great importance takes place in the church and represents the gradual fall of the institution. After explaining the premises of the church, he begins to meditate on its future, whether it will continue to have significance in the coming times. The poet wonders if the last person to visit the place would be "some ruin bibber, randy for antique, or Christmas addict, counting on a whiff of gown-and-bands and organ-pipes and myrrh?" These people, whom the poet sees the possible contender of being the last people to visit the church, are the ones whose relationship with the church is superficial and not spiritual. Further, Larkin links the church with the notion of birth,

marriage and death as all the ceremonies related to these events take place within it hence it is symbolic of all of them. The poet contemplates that in a church-less future, not only these major life events will become meaningless but also the act of thinking about them might become fruitless, producing only 'separation'.

Larkin ends the poem on a contrasting note by praising the church to be a "serious house" built on "serious Earth" as a place that takes our natural compulsions and 'robes' them in religious ceremonies. He compares the church to a place where all human desires and drives blend together and meet. The speaker seems to recognise the serious work done by the church and religion which gave purpose and structure to experiences of women. It provides a meaning to people's life. This desire for deeper meaning, the poet concludes, will always make someone "gravitate" towards the ground of the church.

'Church Going' seems to be about something that is fading from view, something Larkin sees as having importance, despite the fact that he questions the true nature of Christianity as a religion. While he believes that in the contemporary world the significance of the church has declined however he still insists on its establishment to sustain in order for the people to have faith in tradition and belief in life. The tone of the poem expresses doubts about the validity of atheism either as a creed or as an attitude. Parkinson's essay states "The changing tone and attitudes of the personae of the poem constitute one of its greatest strengths, the changes show the poet feeling away stock attitudes from the surface of his character's mind until he really faces the underlying questions by stating and implying as many meanings as he can of the concept of church on as many levels as possible, before coming to the final and not altogether welcome recognition that church used to embody man's sense of deeply felt needs and compulsions."

The poem embodies Larkin's personal beliefs since he was also an agnostic person. He does not seem to be interested in the spiritual aspect of the church but on the everyday material reality of it. When he claims that "the roof looks almost new, cleaned or restored. Someone would know I don't", it suggests the poet's overall attitude towards religion and reflects that he does not know its significance but someone else would. There lies a conflict in his mind regarding the aspects of religion while considering the church to be a worthless place; the poet often visits the place. He values the place as an institution but does not seem to value the God which resides inside it. In his another poem "A Stone Church Damaged by a Bomb" (1943), he reviews the church as a place that "plants deeper than the roots" and admits "I have worshipped that

whispering self however the worship here is of the place and not the divine. Not abiding by the conventional, but nostalgic for the Church as an embodiment of tradition and community, he described himself in a letter to his mother as "an agnostic, I suppose, but an Anglican agnostic, of course". He being an Anglican agnostic hints towards a liberal ideology of the tradition. 'Church Going' as a poem too reflects secular Anglicanism while talking about the insignificance of religion.

Anglicanism as a tradition within Christianity comprises of the Church of England and other churches which are historically connected to it or practice similar beliefs. The Anglican faith is considered as reformed Catholicism, a combination of the Catholic and Protestant faiths. The '*Book of Common Prayer*' (1549) is believed to be the foundational prayer book of Anglicanism. The tradition believes that the Bible contains the core of all Christian faith and thought and that God is manifested in three "persons", the Father, the Son, and the Holy Ghost. The tradition of Anglicanism gives authority to the Church to perform rites and ceremonies and settle controversies of faith. They believe that their beliefs, practices and authority derive from an integration of the Scripture (the Holy Bible) and Reason (the practices and beliefs of the historical church). These pillars of this tradition demonstrate a balance in the Anglican approach to faith, contrasting it with Roman Catholic and the Protestant doctrines.

Anglicanism is closer to Catholicism than Protestantism since it still believes in God's Church and has bishops as Church leaders but it is a reformed version as it also shares the principles of other Christian churches which broke away from the Roman Catholic Church in the sixteenth century. However, "Church Going" presents a further more secular view of Anglicanism. Larkin, though his contrasting views, portrays Anglicanism in a secular manner. The poem sets its context in the post-world war II England when there was observed a general decline in religious attendance at Churches after 1945. At the beginning of 1950, less than 10% of the population comprised of Church-goers. This was a result of the world war as after witnessing bloodshed and massacre which 'God' could not prevent, people discontinued their blind belief in God and the Church in large numbers. Also, the prosperity of science and technology also reduced people's faith in orthodox religious ideals.

Following the wave of the majority population, Larkin also created this poem in a similar context wherein it embodies secular Anglicanism which concedes that belief can diminish but also insists that the spirit of tradition represented by the English Church cannot die. As the

Church seemed to lose its importance, there were fears that its place in the modern society would become insignificant. The poem acknowledges those fears, and reveals its own specific context by locating "this cross of ground" at the edge of "suburbs scurb". Anglicanism here can be termed as secular because earlier the Church of England and 'one God' was the basis of the Anglican ideology but later the narrator and majority of the people do not seem to worship God and follow religious practices as Larkin but they still worship the institution of Church and believe it to be important for keeping alive the traditions and ideas of life and human existence. In this case, even if religion is not completely practised, the importance of the institution of Church does not go down.

Therefore, it can be concluded that Philip Larkin's "Church Going" strikes a careful balance of agnostic dissent with an insistence on saving the spirit of tradition which represents secular Anglicanism as being practiced by majority of the population in the post-world war II England. Secular Anglicanism represents a faith in tradition while it rejects the idea of religion as a saviour and this poem also portrays similar ideologies. Larkin himself was an 'agnostic' but his views made him "Anglican agnostic".

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An Experimental and Experienced Study on Imparting English Language to the Higher Learning Students with Analogies

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Received: 15 Nov 2022; Received in revised form: 04 Dec 2022; Accepted: 09 Dec 2022; Available online: 15 Dec 2022

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Abstract— “Language is a purely human non-instinctive method of communicating ideas, emotions and desires by means of voluntarily produced symbols.” --Edward Sapir (1921)

At the outset English language plays a vital role in every walk of life either in home town or in abroad. How a language is created? In the primitive era the monolithic man communicated his matter or message through gestures. Later on, he used sounds. The sounds become words of his-own would be understood by the opponents and the opponents too responded to the voiced words. There by, the process of communication went on. Gradually, it developed in terms of letters, signs, words, sentences etc. These tools paved way to speak or to write anything and to anybody. But it seemed only to be particular language speakers were able to communicate with themselves. The linguists analyze that the one language which should be unique and universal that is only with the English language. The leaning and teaching of English language prospered as it is treated as universal one. The universality leads to aspire for learning the language amongst almost all the nations of the world. Fortunately, more number of countries was colonized by the British people consequently, the English language was influenced in the minds of the people inherently who were colonized, hence the language becomes a second language and the learners are called second language learners. Automatically, it is considered as English as a Second Language (ESL). In turn, most of the western countries treat English Language as a Foreign Language. Whatever it be it is the need of the hour that all should i.e. each and every nation has bounden duty to teach and learn the English language as it is interconnected to all the remains of world especially to the technologists who are otherwise called higher learners and they should have the effective communication skills as the scenario is the whole world is in a small silicon chip.

Keywords— Primitive Era, Signs, Linguists, Technologists, Scenario.

I. INTRODUCTION

This paper aims at the various perspectives of teaching and learning experience of English language to the higher-learning students. It is explored that all the four skills like listening, speaking, reading and writing are incorporated through the experimental and experienced domains. Apart from the study of the students' mentality and their leaning strategies, the references also paved way

or attaining the doctrine of teaching English as a second language. The primary aim of this articles focuses on the experimental and experienced teaching-learning process of English language with the use of all the needy based skills. As a result, it is going to be dealt with the process of teaching and learning of English language of the higher learners by using tools on studying the language teaching reference books and linguistic-approach eventually it is a

matter of inducing ideas on various dimensions and grooming them to a speaker of English.

Mother Tongue Influence of the Language Learners

Basically, a child learns the language through imitation of its parents. The child initially responds to its parents what the parents did it earlier. It is inferred influenced and imbibed in the minds of the children. For instance a Japanese child tries to attempt to utter the word in Japanese accent and the articulation also would be the same as its parents. Hence, as far as the English language is concerned the influence of mother tongue is an inevitable one. It is not quite easier to break the influence in a scaled perspective or platform. The acquisition of any foreign language is not only by the effective teaching with the aids and tools but by the learners and their approach and innate aspiration towards language learning cognitively of the learners of English language have different outlooks and perceptions towards it but the bridge to be laid down between their MTI and learning English language. The importance or the necessity of English language should be inculcated by the eminent and efficient tools and methods and hence the learners will automatically get intimated and transformed to learn the language without any inhibition especially with the MTI. This results to change of the paradigm is made to the almost extent level possible.

And on the whole the acquisition of the language process practiced by some new approaches. The linguist Chomsky states that language is innate. He assumes that children learn the language like other behaviors. In the linguistic point of view, language is nothing but imitation and it comes with the behavioral patterns of the children. As the behavioral pattern of the child, the acquisition of language encompasses in minds of the children.

The Process of Second Language Acquisition

Social environment plays an important role in the acquisition of second language. The people are mingling in the society. The society especially in Indian climate, is not so unique, it is multifarious of its kind. As Indian is a multi-lingual country, learning of second language is quite a big problem. This kind of problem can be solved only through continuous change of mingling with the English speaking people especially, the industrialists and Information Technology professionals. The learner will have no avenue to communicate his message in that environment obviously he has to suit himself to learn the language to communicate or transfer his messages to others. Transferring messages is not so easy to the beginners of the language learning. But the high standards of learners suit themselves according to the environment. The acquisition of language becomes soothing one as they

are as much need as they are in the crucial position to incur the language for communicative purpose, In case of the professionals they are basically the learners and hence the acquisition of the second language interlaced in their minds. Actually in the linguistic point of view the acquisition process of second language is through the language introduction at the end of primary level or in the beginning of the lower secondary level, also facilitating the learners to have wider participation in society.

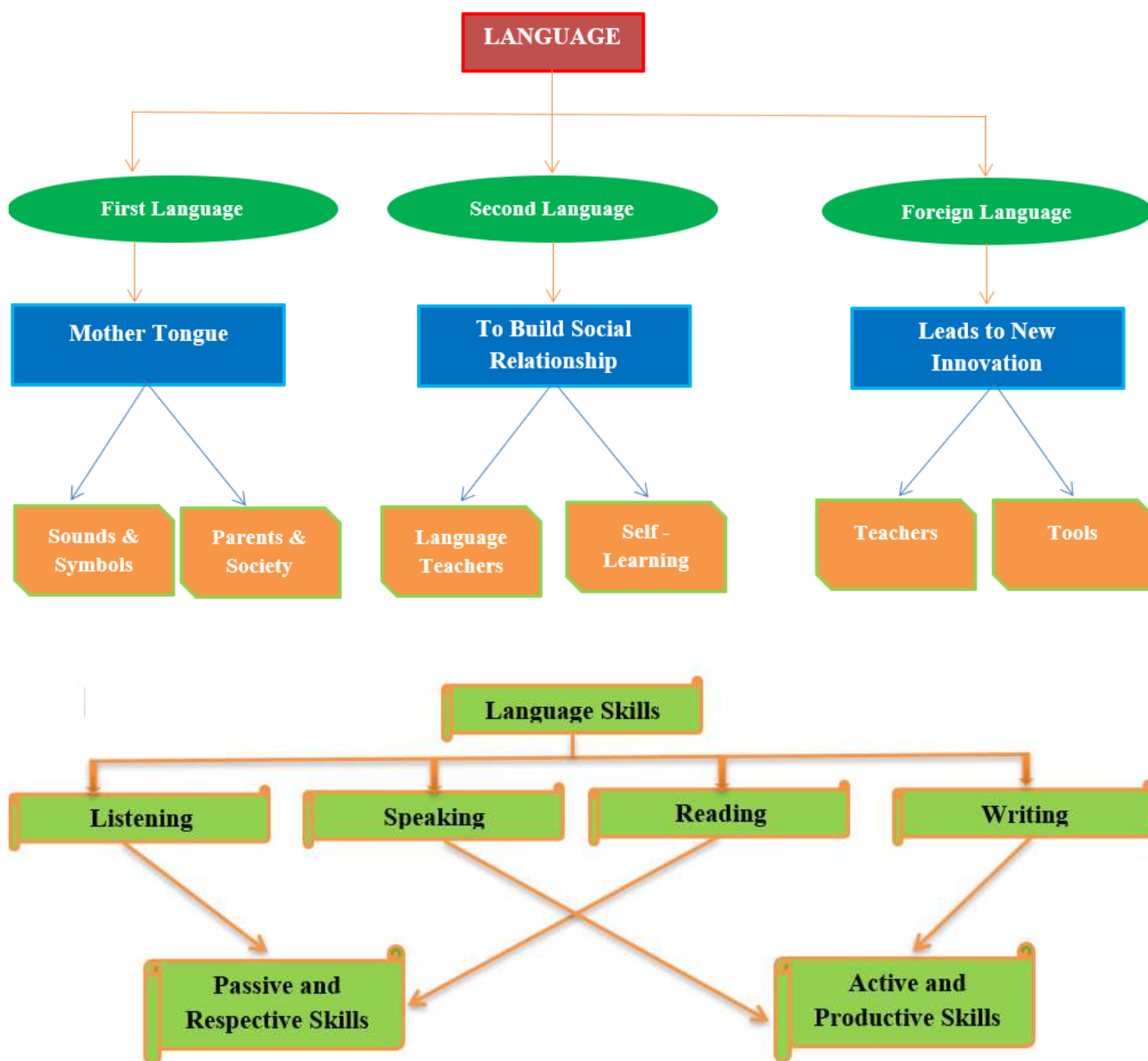
English as a Foreign Language – Teaching Strategies

So many kinds of teaching methodologies adapted earlier but in the 19th century a new domain was found and it was called innovative teaching of foreign language. Earlier nineteenth century many methods were used in a traditional way to teach foreign language. The methods like grammar translation method and direct method. These methods were abandoned and a new kind of genre was introduced to teach foreign language.

Language a Communicative Medium:

As discussed earlier, to communicate any message or matter the process is adapted they are like words, letters, sounds, sentences etc. Hence the collaboration of all these factors is called language and it is used as a medium for communication. The second language was considered to an emphasis in teaching and viewing the concept of the language and this it is the tread to language teaching. The prosperity communication begins in the mid 1970's. The realization of language teaching and learning paved way to have the urge in the minds of higher learners of language and it is the most inevitable medium to communicate anything and anywhere.

As long as English language has the universality, it is too learnt by the students of any different kinds across the world. It is so obvious that everyone is aware that English language is a ling language of many countries. The cliché of English takes to a next level of the students or learners who are in their professional-domains. It is not only for the sake of the professionals but also it serves its purpose many more. They are like language of education, language of administration, business, and politics, judiciary industry, internet and entertainment. English language can also be treated as a passport for higher education and better job opportunities and hence the language learning suits to the best job opportunities in the job markets to the seekers of professions across the world. Learning English language would rather better then knowing English. But at the same time knowing English is a vital tool for the ignored learners of English as a foreign language or English as a second language. On the whole both the factors are indispensable or complementary with each other wherein the skills are required as cited in the chart given below.



The narration of all the skills involved in learning English language:

Listening Skills:

The first and foremost of all the four skills of learning English language is listening skills and the complexity of listening is the spoken language goes in the minds of the listener and it convert with meaning whereas the listening comprehension includes linguistic knowledge as well as non-linguistic knowledge. What are linguistic knowledge and non-linguistic knowledge? It is included with phonology, lexis, syntax, semantic and discourse structures and Non-linguistic knowledge includes comprehension about the topic, context and knowledge about the word and how it works.

Speaking Skills:

Speech involves biological factors like articulation, accent, sound, voice and pronunciation and so on. These factors are so natural with the human beings and it is endowed behaviors also. The scenario or the situation comes alive while speaking takes place. Spoken language can be divided under two categories.

- Unplanned Discourse
- Planned Discourse

English Language Learning – a Needy Factor:

India is a country where the English language is being considered as a second language. Almost in every part of India, English is being taught second language and it is a

mandatory one. It is being taught extensively in all levels of schools and colleges. As long as the language is a compulsory and it is a second language as well, the emphasis towards the teaching of English is growing drastically. The language teaching varies from region to region. In the research perspective and the linguistic perspective almost all the higher learning students are very much lacking in communicative skills, especially in listening and speaking. The following objectives can be followed to enhance the ability of higher learning students in learning or speaking English fluently with efficiency. It is needed to identify the students to a real natural and life like atmosphere in learning language. To make use of new methods in learning, the hypothesis of the research point of view the higher learning students of English language have so such ability or proficiency in speaking English language. Also they don't have the effective communication among themselves.

Listening Strategies:

Listening is differed from hearing. In hearing there is so much creation or thought is involved. It is just an involuntary physical activity. For instance if somebody is speaking about the matters not related or familiar to the hearer he will not switch on his mind, as the physical activity. For instance if somebody is speaking about the matters not related or familiar to the hearer, he will not switch on his mind, as the physical process is involved he just hears and finally no matter he gets and he may not be able to consolidate or create anything spontaneously. But as far as listening is concerned, it is like a child's way of getting information. There will not be any distortion exercised in the mind of the listener. Naturally, a very good listener becomes as a very good thinker. The thinking process makes him to speak the language as he perceives from the speaker.

In case of a listener, he has the chance to listen to a lecture or talk by the expert speaker. He automatically he starts listening his address in a keen manner. He attends the talk thoughtfully to spoken discourse. He graphs the meaning and responds critically to the total impact of the talk or lecture. Finally, he gets transformed and he creates something and he starts speaking effectively. The effective speaking manifests to be on ivory towers not only in his/her workplace but also in every special related area. Four essential skills involved in listening they are like,

- Preparation of Sounds
- Accuracy of Sequencing
- Gaining of Meaning
- Utilizing the Meaning

Many types of listening are also involved like,

- ❖ Listening for information, facts, directions and specific details called – Informative.
- ❖ Listening for ideas and problem solutions – Creative
- ❖ Listening in order to evaluate the validity and usefulness of a speakers ideas and judgements – Critical
- ❖ Listening for pleasure and entertainment – Appreciative

As the higher learners are concerned they need to follow some activities to enrich their proficiency and fluency in language communication.

1. First of all they need listening dictations of the teachers frequently.
2. Secondly, the learners need to listen to BBC tapes and follow the pronunciation
3. Thirdly, they need to listen to follow the routes
4. Next they should listen to a telephone call and writing message.
5. At last, if anybody gives instructions for a purpose or to act on it they should carefully listen to the instructions.

- ✓ Some barriers are there in the process of listening that, the listener has the less concentration on what the speaker actually says.
- ✓ The listener has some disturbances in the environment or emotional problems can prevent form listening to others.
- ✓ The listener has the lack of rapport between the speaker and the audience.
- ✓ The listener has some inadequate physical conditions.
- ✓ The speaker also uses some inappropriate language.
- ✓ The listener has some lack of perspective.

How to develop Effective Listening Skills:

As far as the higher learners of English Language they try develop the quality of listening effectively by way of concentration towards the speaker & delivery. Normally the students listen to the lectures or talks by the teachers or may made without going beyond the matters but it is very essential that they need to try beyond words and to listen for the real meaning. The listeners should have the awareness on non-verbal messages such as body language and tone or voices which will lead to language understand the message effectively. Man's mind is filled with lot and lots of jarring insights but at the time of listening their minds should be kept open. Human being can not listen to speaker for hours together thereby they get bored and

hence they should be patient and allow the person to speak without any disturbances.

Various approaches for higher-learning students:

A Grammar Approach:

The students of higher learning to identify the right words have to make grammatically correct sentences.

The Audio-Lingual Approach:

The students of higher learning can be made to repeat, correct phrase / sentences.

Communicative Approach:

The students can be given a line drawing of a public telephone. They listen to a recorded conversation and shot the steps in using the phone.

Strategy Based Approach:

The students are to be asked to listen carefully to the cassette and write down the important information.

Discrete – Point Approach:

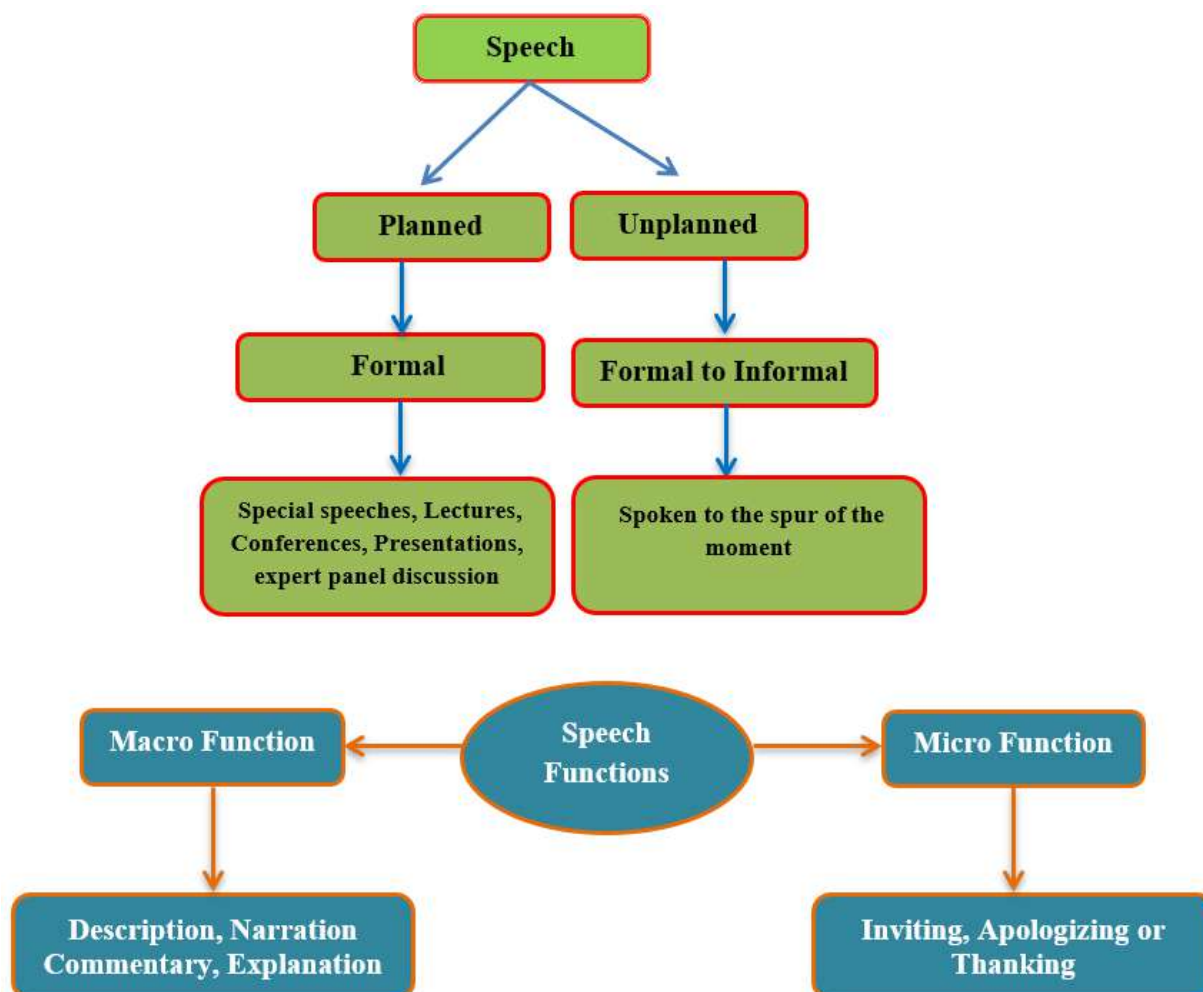
The students of higher learning are to be made to listen to the audio and to choose the spoken word.

Comprehending Dialogue:

The students of higher learning can be made to hear a dialogue and then respond to a comprehension question.

As the English language is a vital tool to establishing effective communication several ways and means are to be formed and identified to uplift the students significantly excellent in their spoken language. Some recommendations would be helpful to uphold the realization of higher learning students. First of all, the higher learning students should view listening as an important medium for developing language. They should develop a range of receptive communication strategies to cope with interactive learning. If the framing of such things is sustained that would pave way for effective listening makes one a real communication. In our speaking is an integral part when a foreign language is spoken the speaker should concentrate on sound system and appropriate vocabulary. The spoken language of foreign country shall be used with speed, pause, variation in pitch volume and information.

A speech can be divided as



There are several characteristics in speech. A speech will vary in speed and loudness when we start speak it a spontaneous one where we do not have any plan since it is an informal. Naturally the speech will be an unplanned always. Normally in a speech we use colloquialisms and it is typical aspect of spoken language and hence the spoken language has less complexity in nature compared to the written language wherein structure and texture are important. In spoken English sentences are so simple and all are often longer. In the spoken language fluency functions a vital role, the fluency can be attained only through exposure too language, exercises like role-play, pair work activities, group discussions etc. The students of higher learning are to be trained such activities then as a result, the fluency of the language is reached to the core. Pronunciation function a part and parcel in one's speech since in pronunciation the following factors are involved they are: sounds, pitch, volume, speed, pause, stress and intonation. The sounds are as important as they are going to be used in the spoken language and they are understandable.

In the utterances of one's speech the pitch varies from time to time so it is called intonation and in the intonation, one must have the sense of stress in two kinds they are: word stress and sentence stress.

The fluency can be improved by the higher learning students through, role-play, pair conversations, telephonic conversations, and group discussions (which acts as a major role as it has more aspects, eradicating inhibitions, leadership, use of tones, rising to the occasion, fear and so on) e-learning, mobile learning (using dictionary). As far as the reading is concerned the teachers of English suggest the students to have the habit of reading newspapers, novels and even the tit-bits as their wish and will. The students of higher learning should have the dictionary for instant reference and the meaning and the usage of vocabulary will automatically come to their minds whenever and whatever they read. As the writing functions an important and crucial one they need to trained to write some illustrations, narrations, self-introduction, comparing and contrasting ideas, and problem and solution ideas. When they write on such things they are well informed about the topic sentence, content, coherence, using discourse markers, avoiding grammatical mistakes etc. Communication skills laboratory also will help the students to get interested both in reading and writing skills.

CONCLUSION

The students of higher learning are expected to develop their skills like listening, speaking, reading and writing. In this research article we have incorporated some methods,

strategies, nuances, doctrines to inculcate and to impart in the minds of higher learning student to flourish themselves as an effective speaking English language by following means like sounds, voice, pronunciation, using stresses and intonations for speaking. And for listening also we made an empirical analysis by way of gradual accomplishments in the profession to teaching English as a second language. For reading and writing, communication skills laboratory, tradition approach like newspaper reading, making writing essays of various types etc. Thereby, it is attained to a solution of making student to as prestigious personality, interactive in English in classrooms and business environment and social environment in India and outside India.

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Depiction of Post-Partition Violence in Khushwant Singh's *Train to Pakistan*

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Received: 13 Nov 2022; Received in revised form: 02 Dec 2022; Accepted: 08 Dec 2022; Available online: 15 Dec 2022

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Abstract— After the end of World War II, the British colonial grip loosened, and many independent countries emerged. In August 1947, two countries got their independence: India and Pakistan, which were created on the basis of the religious majority in each part. The following days saw one of the biggest migrations of human history as Many Muslims from India tried to migrate to newborn Pakistan and vice versa. The whole subcontinent fell under fire, and violence erupted in many places. Stories of murder, rape, beating, forced conversion, kidnapping, and property grabbing emerged in various corners, especially in the frontier zones. As a survivor of partition ensued violence, Khushwant Singh describes the mayhem he witnessed, in a fictional term in his novel *Train to Pakistan*. He modelled Mano Majra, a small peaceful village in the Punjab frontier, as a miniature of the society and showed how the poisonous communal hatred had engulfed the whole place, where people were living in peaceful harmony for thousands of years, and made it a fireball. This paper is going to explore Singh's picturization of Violence and atrocities in post-partition India through the fictional village Mano Majra.

Keywords— Violence, Migration, Women, Murder, Rape, Atrocity

INTRODUCTION

Train to Pakistan is a novel by Khushwant Singh, published in 1956, focusing on the partition experience. It is one of the earliest works on the Indian partition and is hailed in many corners as one of the best fictional works on this subject. The story is focused on a fictional village named Mano Majra, a representative of thousands of quiet villages in India. In the stroke of a few days, the village, with a long shared communal history of hundreds of years, finds itself located on the border of newly created India and Pakistan. The entire population becomes polarised on religious lines. The brotherly comradeship between the villagers is gone, and they are ready to eradicate the "other" group. It is a fictional case story of the horror and divides inflicted on the general people because of a bad cut. The paper is going to explore how the novel *Train to Pakistan*, as a fictional narrative, depicts the widespread violence that consumed the entire subcontinent in the post-partition days.

Autobiographical Elements:

Khushwant Singh himself had the experience of narrowly escaping getting murdered at Taxila while travelling to Lahore from Abbottabad right before the partition declaration. This event is vividly described in Khushwant Singh's autobiography *Truth, Love & A Little Malice: An Autobiography*. The author's own first-hand knowledge and experience influenced the novel's proceedings. He said,

The beliefs that I had cherished all my life were shattered. I had believed in the innate goodness of the common man. But the division of India had been accompanied by the most savage massacres known in the history of the country... I had believed that we Indians were peace-loving and non-violent, that we were more concerned with matters of the spirit, while the rest of the world was involved in the pursuit of material things. After the experience of the autumn of 1947, I could no longer subscribe to this view. I became an angry

middle-aged man who wanted to shout his disenchantment with the world... I decided to try my hand at writing. (Cited in Patole 2)

Srinivasa Iyengar comments about the *Train to Pakistan*: "It could not have been an easy novel to write. The events, so recent, so terrible in their utter savagery and meaninglessness, must have defied assimilation in terms of art" (502). Though the violent events do not happen on stage, readers are informed of the events or can see the aftermath through the pages of the novel. Singh's picturization is vivid and strikes the readers to the very core about the horrific events that took place during post-partition day's mayhem. Khushwant Singh, who had already worked as a Lawyer at Lahore court, Information and Mass Communication Officer in the Indian Foreign Service and in UNESCO, and also as a Journalist and Editor in Newspapers, combined his own first-hand experience and journalistic insights with the event that took place during that period in fiction to evoke piety among the readers:

There was a man holding his intestines, with an expression in his eyes which said: 'Look what I have got!' There were women and children huddled in a corner, their eyes dilated with horror, their mouths still open as if their shrieks had just then become voiceless. Some of them did not have a scratch on their bodies. There were bodies crammed against the far end wall of the compartment, looking in terror at the empty windows through which must have come shots, spears and spikes. There were lavatories jammed with corpses of young men who had muscled their way to comparative safety. And all the nauseating smell of putrefying flesh, faeces and urine. (Singh 85)

Graphic Picturization in *Train to Pakistan*:

The powerful groups often adopt violence against minorities and the less powerful to spread terror. Violence is often used as a weapon in a cool and calculative manner to enforce control over lands and to gain monetary benefits. Life in Mano Majra has changed with the appearance of the policemen in the village who demanded wood and kerosene oil for a fair price. The officers refuse to answer the questions from the villagers, and villagers' curious waiting is not served until-

The northern horizon, which had turned a bluish-grey, showed orange again. The orange turned into copper and then into a luminous russet. Red tongues of flame leapt into the black sky. A soft breeze began to blow towards the village. It brought the smell of burning kerosene, then of

wood. And then— a faint acrid smell of searing flesh. (Singh 84)

The novel describes several massacres happening in different places, which became day-to-day incidents during those days. The huge scale of the atrocities makes Hukum Chand express his horror: "Harey Ram, Harey Ram. Fifteen hundred innocent people! What else is a Kalyug?" (96-97). The second group of refugees brought their stories of sufferings with them. All of them were witnesses of murders and rape in Pakistan, and the trainload of Sikh dead bodies put the minority Muslims of the village in an uneasy position.

Sikh refugees had told of women jumping into wells and burning themselves rather than falling into the hands of Muslims. Those who did not commit suicide were paraded naked in the streets, raped in public, and then murdered. Now a train load of Sikhs massacred by Muslims had been cremated in Mano Majra. Hindus and Sikhs were fleeing from their homes in Pakistan and having to find shelter in Mano Majra. (121)

The description by Khushwant Singh is never one-sided. He portrays the emotion and insecurity of the Muslims as well. They are informed about the massacres of Muslims in "Patiala, Ambala and Kapurtala" (120), which has created an air of uncertainty even in Mano Majra:

They had heard of gentlewomen having their veils taken off, being stripped and marched down crowded streets to be raped in the marketplace. Many had eluded their would-be ravishers by killing themselves. They had heard of mosques being desecrated by the slaughter of pigs on the premises and of copies of the Holy Quran being torn up by infidels. (120)

Harish Raizada is apt about the dramatic picturization of the novel as, "Khuswant Singh's treatment of brutal atrocities committed on either side of the border is characterized by artistic objectivity. He exaggerates nothing, he leaves nothing" (162). The violent picture of mutilated dead bodies appears over and over again to remind the readers of the horror that took place during that ill-fated time. For example, the graphic description of dead bodies floating in the river pictured in *Train to Pakistan* is as follows:

Some were without limbs, some had their bellies torn open, and many women's breasts were slashed. They floated down the sunlit river, bobbing up and down. Overhead hung the kites and vultures. (Singh 143-144)

The second train has arrived full of dead bodies,

and the villagers have been expecting to see the police come to their houses for oil and wood for cremation purposes. But, instead of that, "a bulldozer arrived from somewhere", suggesting that these dead people were Muslims (145).

Violence against women:

Violence against women is often done to break the spirit and self-esteem of the opponents during a war. It is also a vehicle to stress the opponent group's inability and weakness as they have been unable to resist the crime. War babies are often neglected in society as they are viewed as a symbol of shame for their mothers and the community. Susan Brownmiller writes about the inevitability of rape during the war as a means of imposing dominance "Rape becomes an unfortunate but inevitable by-product of the necessary game called war. Women, by this reasoning, are simply regrettable victims" (32).

Urvashi Butalia gives a historical account of ninety Sikh women in the village of Thola Khalsa, belonging to Rawalpindi district, who committed suicide by jumping into a well; and another example of 26 women getting killed by family members or the leader of the community to protect the honour of their community by evading forced conversion, rape or marriage (14). These incidents were not very rare in the border villages at that time. An official estimate of 25000-29000 Sikh and Hindu women and another 12000-19000 Muslim women were subject to brutal torture, rape, forced marriage, conversion, and abduction; though the local sources claimed the numbers were a few times higher (14).

Commissions were made to return the women who were abducted or forcefully converted in 1951. The tragedy was that these Commissions didn't give women any chance to have their own say and returned the recovered women to their previous homeland. In the space of three years, many of these women made a new home on the other side of the border. Many already had a husband and children and were unwilling to move. There were incidents that violated women were not accepted by their own families. Still, for the sake of saving face value, the very states which failed to save them from the disaster made them return without considering their opinion (Butalia 18).

Historian William Golant said, "Rumours and atrocity stories spread through the country...Violence between Hindus, Muslims and Sikhs brought the province near to civil war... As the time for the departure of the British authorities drew near, incidents of violent crime were daily events in the larger cities while in the countryside, such displays of communal war were obscured by their remoteness" (250-251). Women are regarded as second-class citizens in a patriarchal colonial society where

their heroism and valour are recognised only through their self-sacrifice and suicide in the face of dishonour. This view is voiced in Hukum Chand: "Our Hindu women are so pure that they would rather commit suicide than let a stranger touch them" (Singh 21). Thus, women's honour is only recognised through their bodies rather than their other attributes. Dishonouring women was a common tactic during the hollow partition days, which was seen as the symbolic shaming of the whole community.

Influences behind Atrocities:

The role of many field-level administrators was questionable during those days. They gave information and logistic support to the criminals or remained silent when the violence was in line with their communal interests. The inspector in the book says, "I believe our RSS boys beat up Muslim gangs in all cities. The Sikhs are not doing their share. They have lost their manliness. They just talk big. Here we are on the border with Muslims living in the Sikh villages as if nothing has happened" (19-20).

The gap between the policymakers and policy implementers is another cause of the disaster. Most of the political protagonists during the partition process were from an aristocratic background with European education. Nehru's secular version of the state was hard to comprehend for the local leaders in the remote areas who became blind for revenge. Some were motivated by greed to grasp the properties that the minorities were leaving behind. In the early chaotic days of India and Pakistan, the states could not fully manifest their ideologies and command in the border areas. People mostly heard the local politicians, troublemakers, and fanatics to whom getting revenge was the prime motto, and the unarmed civilians were the soft targets.

...the distance and dissonance between elite, secular nationalist politics, and the alienated, resentful actions in the state apparatus entrusted to translate that secular national vision into reality-actors voicing popular communalist rhetoric as for whom local, ethnic, class and caste affiliations were often more compelling than the imagined nation. (Daiya)

In the TV show *Game of Thorne*, the character Littlefinger famously uttered the phrase "Chaos is a Ladder" ("Walk of Punishment" 48:38). The chaotic situation always benefits the opportunists, and in the novel, Mali and his gang are there to rise to the occasion. Violence was not only the aftermath of the partition but was also a tool to enforce the partition and force minorities to accept their permanent displacement. Not only the stories of murders but the gruesomeness of the massacre sent a message to the minorities that they must leave or accept

brutal punishment if they choose otherwise.

The Mano Majran folks are influenced by the outsiders in committing violence: “For each Hindu or Sikh, they kill, kill two Mussulmans. For each woman, they abduct or rape, abduct two. For each home they loot, loot two. For each trainload of the dead, they send over, send two across. For each road convoy that is attacked, attack two” (149). The newcomers ask questions about their potency to emotionally blackmail them into violence. Though the Lambaradar, a war veteran, ensure that they would participate if war breaks out, but it is not enough for the blood-thirsty mobsters and they have felt empowered since they know that the law and order agencies would not interfere. They have succeeded in turning a peaceful and simple village into an angry mob who become ready to slaughter their kin. Though it was known that the train that will pass the next day would carry the Muslims from Mano Majra, but for the agitators, it does not bear any significance “I don’t know who the Muslims on the train are; I do not care. It is enough for me to know that they are Muslims. They will not cross this river alive” and most villagers are so persuaded by them that they become ready to butcher the same people with whom they lived for generations in a peaceful cohabitation and for whose departure they have “only recently wept” (151-152).

CONCLUSION

If independence was the prize, then the partition was the price that had to be paid by the regular people of the subcontinent. *Train to Pakistan* depicts the situation that the communities had to go through when a people is divided by a hastily drawn border which made a big chunk of people ‘other’ in a land they have been living for generations. In the end, Jugga has to ensure the safety of the people through his self-sacrifice. Thus the author finishes the novel with the message that within all-consuming mayhem, disaster can be avoided if people view situations in an altruistic way and act upon love and responsibility.

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The Effect of Covid-19 Pandemic on Higher Education: Students' Perspective

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Received: 27 Nov 2022; Received in revised form: 19 Dec 2022; Accepted: 26 Dec 2022; Available online: 31 Dec 2022

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Abstract— Covid-19 is the latest crisis that happened worldwide. Since the onset of this crisis, many higher education and other institutions have faced challenges. With its continuing effect to the public, this study aims to explain student's perceptions and experiences related to the pandemic. In the study, data was achieved after analyzing the reports of 377 undergraduate students. Data were collected using an online questionnaire describing their perceptions and experiences. Consequently, it was found that most students still have positive feedback to the transition to online learning and they were most satisfied with the support provided by teaching staff. Students were mainly concerned about matters to do with their future career and studies. The findings also show that the pandemic incited various emotions and opinions from students. This includes the experience of anxiety and other distress, the restrictions of socializing, its negative effect on the learning process of the students, and the disruptions it is causing on the livelihood of people. On the lighter side, the pandemic was able to make the students recognize the importance of human communion and the importance of recognizing their responsibilities. Policymakers in higher education may benefit from these findings while formulating recommendations and strategies to support students during this time.

Keywords— COVID-19, College Students, Student Experiences, Student Perceptions.

I. INTRODUCTION

Background of the Study

The World Health Organization (WHO) acknowledged COVID-19 as a global public health emergency of international concern on January 2020 and a pandemic on March 2020 which brings so much change in the world (Al-Emran, 2020). According to the WHO, the first human cases were recorded in Wuhan City, China in December 2019. Data regarding people being affected by the virus shoots upward which triggered the range of public health responses.

In the Philippines, as of February 10, 2021, the Department of Health reported 541,560 confirmed cases, 54% are male, with the most affected age group 20-29 years (26%) followed by 30-39 years (23.6%). 39.6% of deaths reported from NCR, followed by Central Visayas (12.9%), CALABARZON (12.9%), and Central Luzon (7.8%). Large increase in new deaths from NCR. Thus,

emphasizing the need for compliance to, and proper implementation of, national guidelines at LGU level.

Aside from creating an enormous uproar, the pandemic also created an impact on the economic, social and mental aspect of the people. During the pandemic, the country's economy experienced recession breaking almost three decades of continuous growth (WHO Philippines, 2021). This then creates a feeling of helplessness. Social distancing measures, quarantine, closing of educational institutions, and isolation have become damaging on people's well-being increasing loneliness, distrust, and reduced social interaction. Continuous overloading of information via social media platforms creates uncertainty and worry among the people while risking the spread of false information. With these circumstances brought about by the pandemic, students are also trying to fight in coping with the situation. Specifically, during the lockdown period of COVID-19, the changes in academic structures, examinations and a battle with limited resources can be

associated with anxiety, stress, and frustration. Hence, it is vital to promote mechanisms that deal positively with mental health and tackle the social and mental effects of the pandemic.

Thus, this paper attempts to show what the life of students looks like during the pandemic. It includes the teaching and learning experiences, social contacts, and insights on their experiences. Result from the survey provides information to create recommendations for policymakers of the school on how to support students in their struggles in the different aspects such as academic, social, emotional and other life circumstances.

Conceptual Framework

Covid-19 is pneumonia that arose on December 31, 2019 in Wuhan, China, and then swept the world. It invaded many countries which resulted to strict isolation measures and delays in starting schools, colleges, and universities throughout the country which led to affect the mental health and other aspects of life of students (Cao et al., 2020). The impact of COVID-19 will be considered in relation to wellbeing and how student wellbeing may be affected by the global pandemic.

Knight, Anneyce; McNaught (2011) defined wellbeing to be extended beyond the concept of individual subjectivity including different aspects of life. The four domains include individual wellbeing, family wellbeing, community wellbeing and societal wellbeing.

Relevant to the student wellbeing is the role of resilience and how this contributes to improvement of wellbeing. Resilience has been defined as:

“...the process of effectively negotiating, adjusting to, or dealing with noteworthy sources of stress or trauma. Capability within the individual, their quality of life and environment enable this capacity for adaptation and getting up in the face of adversity” (Windle, 2011).

Resilience has been discovered to be a precursor of wellbeing. It shows to have a positive relationship to subjective happiness as well as negative relationships with anxiety, depression and stress. In order to develop resilience, they should be provided with assets and resources that which they can access within the systems that they participate, such as university, home and work (Turner et al., 2017). The school or university plays a role as a “future-shaper” of students and is also a platform for social, cultural and economic change, making it as a perfect setting to advocate health promotion (Cawood et al., 2010). The Healthy Universities initiative is based on the settings-based approach to set in health into the organizational structure of the institution and impart health into the operation of the school. The Healthy Universities

initiative intends to achieve key outcomes such as creating healthy and sustainable learning, working and living environments for students, contributing to the well-being and sustainability of local, regional, national and global communities (Cawood et al., 2010). The importance of encouraging and promoting health in all aspects within the university is therefore high, owing to the successive gains attained resulting from improved wellbeing.

Statement of the Problems

The study aims to determine the impact of COVID-19 to college students. Specifically, it pursues to answer the following questions:

1. What are the effects of the pandemic in the following aspects of the students:
 - a. academic life
 - b. social life
 - c. emotional life
 - d. life circumstances
2. What insights do the students gain from their experiences during the COVID-19 pandemic?

Objectives of the Study

The study aims to analyze the impact of COVID-19 to students with the following specific objectives:

1. To determine the impact of the pandemic in the following aspects of the students:
 - a. academic life
 - b. social life
 - c. emotional life
 - d. life circumstances
2. To determine the insights gained by students from their experiences during the COVID-19 pandemic.

Significance of the Study

The researcher finds the result of the study necessary to the following:

Administrators. The study will help the administrators examine the impact of COVID 19 pandemic on the students. Thus, this can enable them to work on a policy or a program that would help them cope with its adverse effects.

Teachers. This study will help teachers know the impact of COVID 19 pandemic on their students. Thus, this will enlighten teachers on the assistance they can provide for their students in the academic aspect.

Students. The study can enable the students to be aware of the possible effects of the pandemic it has on them. It can

be relevant in assisting students in understanding the diversity of its effect.

Guidance Counselors. The result of the study can provide data that can serve as basis in creating an intervention program for necessary to help students.

Parents. The study is of significance to parents in the sense that they can know the experiences of their children during the pandemic and thus serve as a guide to their children in terms of their coping with the adverse effects of the pandemic.

Future researchers. It can provide relevant material for other researchers undertaking similar research.

Scope and Limitation of the study

The study explored the impact of COVID 19 pandemic to college students in life aspects such as academic, social, emotional and life circumstances. The study comprised of students at Kalinga State University who were enrolled during the second semester of school year 2020-2021.

II. REVIEW OF RELATED LITERATURE

In March 2020, the occurrence of the coronavirus disease 2019 (COVID-19) reached not just countries of the Western world but also on the other side of the world (Dong et al, 2020). When it comes to health concern, the novel coronavirus SARS-CoV-2 (severe acute respiratory syndrome-coronavirus-2) has affected all age groups, having the highest death rates among older individuals and patients with comorbidities (Goldman, 2020). Like previous pandemics, many (existing) problems and challenges in the area of health has created which caused to all manner of unanticipated commotion and struggles in society and the economy (Cao et al., 2020).

The spread of COVID-19 has led to a high human cost and affected the public health systems. These costs still continue to grow. This made the governments to make policies that would slow the transmission of COVID-19. The policies however led to a significant trade of disruptions, decrease in commodity prices, and the compression of financial conditions in many countries. Unemployment and underemployment became rampant and threats to the survival of many firms worldwide has shaken the public (Loayza & Pennings, 2020).

Although students are under the category of young and thus generally not in any of the specific risk groups of coronavirus infection, students are still not exempted to experience the dramatic effects of the wave of the COVID-19 pandemic in their everyday lives.

During this heightening pandemic, the academic and educational institutions have shifted rapidly to distance and online learning because public health officials mostly agree that the overall threat of COVID-19 can be best fought with measures of social distancing and by limiting face-to-face classroom interactions (Murphy, 2020).

According to Huang et al, 2020, a great number of students have experienced anxiety because of this COVID-19 outburst. Protective factors against the anxiety experienced during the COVID-19 in the urban areas include living with parents and having a stable income for the family. However, having a relative who is infected with COVID-19 is an independent risk factor for experienced anxiety. COVID-19 stressors were also identified to be economic, effects on daily life, and academic delays, while social care and support is negatively correlated with their anxiety.

Students' mental health is also greatly affected when faced with this kind of public emergency. They need attention, support and assistance from the community, family, and other institutions. It is then recommended that the government and educational institutions should work hand in hand to solve this problem in order to provide proper services that are helpful and timely for students (Khodabakhshi, 2020).

The World Health Organization (2020) reported that the emergence of a pandemic increased the stress level of various society. Although there has no systematic assessment yet of the effects of COVID-19 on mental health, there are studies related to pandemics that show a negative impact on mental health (Cao, 2020).

Because of the rapid transmission of COVID-19 and its adverse threat to human life and health, and has a large impact on the mental health of the general public, it can be predicted that the outbreak will cause public psychological reactions such as anxiety, fear and tension that may also cause psychological disorders such as depression or suicide (Zhong, 2020).

Panchal et al., (2021) presented that COVID-19 has negative mental and social consequences such as loneliness and social isolation to meager mental health; and recent data shows that significantly higher percentage of people who were housing in place (47%) reported negative mental health effects resulting from compared among those not housing in place (37%). Negative mental health among older adults and households with adolescents is also prevalent as they are susceptible and at risk for depression and suicidal ideation.

Miller et al. (2020) found that the pandemic has provided a big impact on higher education and to students' practices in terms of academic work and life, social life,

emotional status, and their financial situation. Pan (2020) stated that on top of the challenges experienced during the pandemic, it has also led into some positive changes in habits and mentality such as paying more attention to hygiene and health, taking care of relatives especially those who are in the risk groups, and spending more time to health and wellness such as sports.

Several papers have already been published by researchers around the world giving focus on various aspects of the COVID-19 crisis, mainly on its consequences for physical and mental health and other aspects of the human life. Hence there are limitations of these studies such as data were from early stages of the pandemic; a relatively small sample; and concentrating primarily on a limited number of aspects of a student's life. Indeed, most studies are partial to academic work or life issues, mental health or a combination of both. After studying existing literature, it is also concluded that no comprehensive large-scale survey would assess the unexpected and unprecedented crisis of the COVID-19 pandemic and its impacts on the present and future life (Aristovnik, 2020).

III. METHODOLOGY

Locale of the Study

The locale of the study was in Kalinga State University. The researcher used the Slovin's Formula to determine the sample size.

$$n = \frac{N}{1 + Ne^2}$$

Where: n = sample size

N = population size

e = margin of error (5%)

n = respondents

Applying the formula above, the sample size of the study was computed as follows:

$$n = \frac{6384}{[1 + 6384(.05)^2]} = 377$$

All participants were tasked to answer an online questionnaire to measure the impact of COVID 19 pandemic in their lives.

Research Design

This study employed the quantitative research design to investigate the impact of COVID 19 to college students. This is a systematic investigation of phenomena by gathering measurable data and through performing

statistical and computational methods. Data will be gathered through sending out questionnaires which will provide information on the current study after careful understanding.

Participants of the study

Three hundred seventy-seven students who were enrolled during the second semester of school year 2020-2021 in the different colleges of Kalinga State University were the participants in this study. All participants were informed about the details of the study and participation was anonymous and voluntary.

Instrumentation

Data were obtained using a questionnaire to assess the impact of COVID 19 pandemic on the different aspects of life of the students such as academic, social, emotional and life circumstances. The majority of the questions were based on The European Students' Union survey (2020) which targeted higher education students - on what student life looked like during the COVID-19 pandemic. Some of the questions were also based from the questionnaire used by Aristovnik et al in their study titled "Impacts of the COVID-19 Pandemic on Life of Higher Education Students". The questionnaire targets to assess how students' lives look like during the pandemic.

The questionnaire is composed of 8 questions that were divided into 5 sections as follows:

1. Academic Life – 4 questions on how the pandemic affected the student's experiences with teaching, assessment, teaching and administrative support as well as their performance and expectations.
2. Social life – 1 question on the support network of students during the pandemic crisis and who they would seek help to in different situations.
3. Emotional life – 1 question on students' emotions since the outbreak of the COVID-19 pandemic.
4. Life circumstances – 1 question on worries, support measures and behaviors.
5. General reflection – 1 question on general reflections regarding the COVID-19 pandemic.

Data Gathering

In gathering the data of the study, the following procedures will be observed:

1. The researcher asked permission from the administration of the Kalinga State University for the conduct of the study.
2. Upon receiving the approval of the administration, 377 undergraduate students from the different colleges were randomly selected to participate in the study. The

participants were given an online questionnaire to answer during their free time. The participants were asked to answer the different items given according to what is descriptive to them.

3. After gathering the data needed, it was computed, analyzed and interpreted accordingly.

Data Analysis

Data from the questionnaire were rigorously interpreted using the frequency count and percentage distribution. Consequently, the content analysis was used to interpret the responses to the open-ended question regarding the participants' reflections and insights on their experiences during the pandemic. The content analysis is a

research method for the subjective interpretation of the content of text data through the systematic classification process of coding and identifying themes.

IV. RESULTS AND DISCUSSION

In this section, the results of the study are presented and discussed with reference to the aim which was to examine the impact of COVID-19 to students.

I. Impact of the Pandemic in the Different Aspects of Life

a. Academic Life of the Participants during the Covid-19 Pandemic

Table 1. Satisfaction of participants to the different forms of online lectures

<i>Form of Online Lecture</i>	<i>Level of Satisfaction</i>	<i>N</i>	<i>%</i>
<i>1. Online in real-time (videoconference, online meetings)</i>	Very Satisfied	44	11.8
	Satisfied	205	54.4
	Neutral	97	25.7
	Dissatisfied	6	1.5
	Very Dissatisfied	6	1.5
	Not Applicable	19	5.1
<i>2. Online with a video recording (not in real time)</i>	Very Satisfied	31	8.1
	Satisfied	175	46.3
	Neutral	103	27.2
	Dissatisfied	22	5.9
	Very Dissatisfied	11	2.9
	Not Applicable	35	9.6
<i>3. Online with an audio recording (not in real time)</i>	Very Satisfied	11	2.9
	Satisfied	155	41.2
	Neutral	106	27.9
	Dissatisfied	28	7.4
	Very Dissatisfied	22	5.9
	Not Applicable	55	14.7
<i>4. Online by sending presentations and other learning materials</i>	Very Satisfied	83	22.1
	Satisfied	199	52.9
	Neutral	59	15.4
	Dissatisfied	11	2.9
	Very Dissatisfied	19	5.1
	Not Applicable	6	1.5
<i>5. Written communication (forums, chat, etc)</i>	Very Satisfied	58	15.4
	Satisfied	216	57.4
	Neutral	64	16.9

Dissatisfied	14	3.7
Very Dissatisfied	11	2.9
Not Applicable	14	3.7

Since on-site classes were cancelled, the organization of lectures has changed. Students were exposed to a variety of forms which replace their on-site form of lectures. The table above shows that majority of the participants reported a positive feedback with their experiences of the different forms of online lecture. The form of online lecture with the greatest satisfaction is Online by sending presentations and other learning

materials (75%), followed by Written communication such as forums and chats (72.8%), Online in real-time (66.2%), Online with a video recording (54.4%), and lastly Online with an audio recording (44.1%). Most students prefer asynchronous mode wherein they can access materials anytime. Since a significant number of students were from remote and rural areas, this may cause problems with poor Internet connectivity or even a lack of electricity.

Table 2. Agreement of students with the following responsibilities of the teacher.

Responsibility of the Teacher	Level of Agreement	N	%
1. My teachers have provided course assignments (e.g., readings, homework, quizzes) on a regular basis.	Agree	292	77.4
	Disagree	85	22.6
2. My teachers have provided feedback on my performance on given assignments.	Agree	352	93.4
	Disagree	25	6.6
3. My teachers have responded to my questions in a timely manner.	Agree	336	89.1
	Disagree	41	10.9
4. My teachers have been open to students' suggestions and adjustments of online classes.	Agree	358	94.9
	Disagree	19	5.1

On majority, students agreed that teachers had provided feedback on assignments, responded to their questions in a timely manner, were open to students' suggestions and adjustments of online classes, and had provided course assignments on a regular basis.

Table 3. Satisfaction with Teaching and Administration

	Level of Satisfaction	N	%
1. teaching staff	Very Satisfied	47	12.4
	Satisfied	212	56.2
	Neutral	88	23.4
	Dissatisfied	2	0.7
	Very Dissatisfied	17	4.4
	Not Applicable	11	2.9
2. technical support or IT services	Very Satisfied	28	7.3
	Satisfied	179	47.4
	Neutral	83	21.9
	Dissatisfied	28	7.3
	Very Dissatisfied	11	2.9
	Not Applicable	48	12.7

3. student development services	Very Satisfied	28	7.4
	Satisfied	169	44.8
	Neutral	88	23.3
	Dissatisfied	22	6.6
	Very Dissatisfied	10	2.9
	Not Applicable	60	16.1
4. finance and accounting	Very Satisfied	26	6.9
	Satisfied	193	51.1
	Neutral	93	24.8
	Dissatisfied	13	3.6
	Very Dissatisfied	6	1.5
	Not Applicable	46	12.4
5. library	Very Satisfied	33	8.8
	Satisfied	140	37.1
	Neutral	104	27.7
	Dissatisfied	21	5.8
	Very Dissatisfied	8	2.2
	Not Applicable	71	19
6. guidance services	Very Satisfied	28	7.3
	Satisfied	196	51.9
	Neutral	71	19
	Dissatisfied	19	5.1
	Very Dissatisfied	11	2.9
	Not Applicable	52	13.9

In times of crisis such as the Covid-19 pandemic, students need the support of various services. The results show that the participants were most satisfied with the teaching staff, followed by the guidance services then

finance and accounting. The lowest satisfaction level with the support were found for the library. The positive response of students towards the responsibilities of the teachers has influence in their level of satisfaction.

Table 4. Academic Performance of the Participants

Performance	Level of Agreement	N	%
1. It is more difficult for me to focus during online teaching in comparison to on-site teaching.	Agree	338	89.7
	Disagree	39	10.3
2. My performance as a student has improved since on-site classes were cancelled.	Agree	208	55.2
	Disagree	169	44.8
3. I have adapted well to the new teaching and learning experience.	Agree	223	59.1
	Disagree	154	40.9
4. I can figure out how to do the most difficult classwork since on-site classes were cancelled.	Agree	176	46.7
	Disagree	201	53.3

Based from the results, participants tended to report that it is more difficult for them to focus during online teaching in comparison to on-site teaching. Moreover, majority of the participants have difficulty figuring out how to do the most difficult classwork since on-site classes were cancelled. Even though participants feel this way, majority still agreed that their performance has improved and that they were well adapted to the new

teaching and learning experience. Studying online, students must have a chance to ask questions or look for academic support from different sources which may improve their performance. The success of online learning depends on the quality of learning material, the lecturer's engagement and student-teacher interactions.

b. Social Life of the Participants during the Covid-19 Pandemic

Table 5. Support Network of the Participants

	<i>Support Network</i>	<i>N</i>	<i>%</i>
<i>1. Help you around your home if you were sick and had to stay in bed for a few days.</i>	Close Family Member	295	78.2
	Close Friend	16	4.2
	Someone I live with	60	15.9
	Neighbor	3	0.8
	Classmate	3	0.8
	Teacher		0
<i>2. Be there for you if you felt a bit down or depressed and wanted to talk about it.</i>	Close Family Member	190	50.4
	Close Friend	154	40.8
	Someone I live with	28	7.4
	Neighbor	0	0
	Classmate	5	1.3
	Teacher	0	0
<i>3. Talk about problems related to studying issues (lectures, seminars, practical work).</i>	Close Family Member	58	15.3
	Close Friend	151	40.1
	Someone I live with	14	3.7
	Neighbor	0	0
	Classmate	93	24.7
	Teacher	61	16.2
<i>4. Talk about problems related to personal finances.</i>	Close Family Member	297	78.8
	Close Friend	38	10.1
	Someone I live with	22	5.8
	Neighbor	6	1.6
	Classmate	7	1.9
	Teacher	7	1.9
<i>5. Talk about problems related to family and relationships</i>	Close Family Member	182	48.3
	Close Friend	174	46.2
	Someone I live with	13	3.4
	Neighbor	0	0
	Classmate	0	0
	Teacher	8	2.1

6. Be there for you if you would like to talk about the COVID-19 crisis.	Close Family Member	179	47.5
	Close Friend	127	33.7
	Someone I live with	27	7.2
	Neighbor	22	5.8
	Classmate	8	2.1
	Teacher	14	3.7

The table shows that participants are most likely to turn to a close family member when they are sick and felt down or depressed, and when they want to talk about financial problems and Covid-19 crises. In terms of problems related to studying issues, they prefer to consult

a close friend. A very small portion of participants would turn to neighbors and classmates for support.

c. Emotional Life of the Participants during the Covid-19 Pandemic

Table 6. Emotional Wellbeing of the Participants since the onset of the COVID-19 pandemic

Emotions	Extent	N	%
1. Joyful	Always	36	9.5
	Often	64	17
	Sometimes	230	61
	Rarely	35	9.3
	Never	12	3.2
2. Hopeful	Always	142	37.7
	Often	80	21.2
	Sometimes	110	29.2
	Rarely	40	10.6
	Never	5	1.3
3. Proud	Always	69	18.3
	Often	72	19.1
	Sometimes	169	44.8
	Rarely	53	14.1
	Never	14	3.7
4. Relieved	Always	29	7.7
	Often	70	18.6
	Sometimes	222	58.9
	Rarely	35	9.3
	Never	21	5.7
5. Frustrated	Always	69	18.3
	Often	72	19.1
	Sometimes	169	44.8
	Rarely	54	14.3
	Never	13	3.5
6. Angry	Always	8	2.1
	Often	54	14.3

7. <i>Anxious</i>	Sometimes	201	53.3
	Rarely	61	16.2
	Never	53	14.1
	Always	13	3.4
	Often	69	18.3
8. <i>Hopeless</i>	Sometimes	203	53.8
	Rarely	59	15.6
	Never	33	8.8
	Always	21	5.6
	Often	37	9.8
9. <i>Bored</i>	Sometimes	176	46.7
	Rarely	64	17
	Never	79	30
	Always	48	12.7
	Often	67	17.7
	Sometimes	195	51.7
	Rarely	54	14.3
	Never	13	3.4
	Always		
	Often		

The Covid-19 pandemic has heavily affected the emotional wellbeing of students due to its impact to their daily lives especially in the sudden change of academic activities. The table above shows that majority of the students feel positive and negative emotions at some point in their life during this pandemic. The most often positive emotion felt by students is being hopeful, followed by being proud and then being joyful. Last would be being relieved. On the other hand, the most often negative emotion felt by students is being frustrated then being

bored. Being anxious, angry and hopeless follow accordingly.

Comparing the frequency of positive and negative emotions, despite the crisis in pandemic, students still experience positive emotions more frequently compared to the negative emotions.

d. Life Circumstances of the Participants during the Covid-19 Pandemic

Table 7. Life circumstances that participants worry about during the pandemic

<i>Life Circumstances</i>	<i>Extent</i>	<i>N</i>	<i>%</i>
1. <i>Personal physical health</i>	Always	96	25.5
	Often	67	17.8
	Sometimes	169	44.8
	Rarely	27	7.1
	Never	18	4.8
2. <i>Personal mental health</i>	Always	72	19.1
	Often	78	20.7
	Sometimes	155	41.1
	Rarely	29	7.7
	Never	43	11.4

3. Studying issues (lectures, activities, practical work)	Always	113	30
	Often	105	27.9
	Sometimes	135	35.8
	Rarely	21	5.6
	Never	3	0.8
4. Future education	Always	152	40.3
	Often	93	24.7
	Sometimes	107	28.4
	Rarely	13	3.4
	Never	12	3.2
5. Personal finances	Always	112	29.7
	Often	94	24.9
	Sometimes	142	37.7
	Rarely	27	7.1
	Never	2	0.5
6. Family and relationship	Always	115	30.5
	Often	59	15.6
	Sometimes	161	42.7
	Rarely	37	9.8
	Never	5	1.3
7. COVID-19 or similar pandemic crisis in the future	Always	75	19.9
	Often	88	23.3
	Sometimes	152	40.3
	Rarely	40	10.6
	Never	22	5.8
8. Leisure activities (sports and cultural activities, parties, hanging out with friends, etc.)	Always	21	5.6
	Often	37	9.8
	Sometimes	227	60.2
	Rarely	80	21.2
	Never	12	3.2

The results show that most or all of the time students were worried about their future education followed by studying issues such as lectures, activities, and other practical works. More than half of the students also indicated that they are worried with their personal finances. On the other hand, they were least concerned with leisure activities which they missed to do during the pandemic.

II. General Reflections of the Participants towards the Covid-19 Pandemic

Based from the analysis of the open-ended question, the following are the elicited reflections of the participants towards their experience of the Covid-19 pandemic:

Negative Emotions and Opinions of Students. 24% of the participants reported that the pandemic has elicited negative emotions and opinion. This includes the experience of anxiety, depression, boredom and the feeling of being unsafe. Additionally, others perceive it to be a burden and is also a very big problem around the world. During epidemics, students often experience these psychological distresses. According to Steimer (2002),

these emotions are expected in order to facilitate students' coping in an unexpected situation, in this case, a global pandemic. Some sample responses were the following:

"This pandemic has given us a lot of troubles and has made us worried even at little things." P5

"We experience struggles and anxiety. Some are even becoming depressed." P18

"The pandemic is a very big problem that we are experiencing around the world." P25

Restriction of Socializing and Going Out. 20% of the participants reported that the pandemic has restricted people from socializing and going out. This includes social distancing, limitations in work and lifestyle, staying at home and visiting your loved ones. The participants described feeling troubled by the idea that they are limited to go out and are restricted to do what they used to do outside. With the advent of the new normal, social distancing is one of the hardest to bear. Since humans are social animals, they are wired to crave for interaction. Thus, limiting them to these activities may cause stress and fatigue (Ducharme, 2020). Some sample responses were the following:

"During the pandemic, I can't go outside and visit my friends and relatives. That's why I always stay at home." P15

"Now, we have to adjust to the new normal and control ourselves from meeting too many people." P35

"We are only limited to doing work and after that we attend to our school matters again." P42

Learning Difficulties. 15% of the participants reported that the pandemic has caused some learning difficulties with the new mode of education. Schools were forced to migrate to online learning. Some students shared that they have difficulty in terms of financial resources, they lack the devices and have difficulty finding connectivity to participate in online classes. Others said that there are topics that are not clear and confusing in the online class. With these, the pandemic indeed has provided a big impact on higher education and to students' practices in terms of academic work life (Miller et al., 2020). Some sample responses were the following:

"There is difficulty in study today specially in financial and network connection. It's really difficult to cope in class." P22

"It is very challenging because everything is changed especially the way we learn for our lessons." P67

"Sometimes students can't understand what the teachers are presenting in online or in module." P108

Negative Effects Towards Living. 10% of the participants reported that the pandemic has negative effects on the livelihood of people. They shared that during the span of the pandemic, many establishments, jobs and lives were affected negatively. Businesses were forced to shut down which causes burden to people. This economic disruption made people fall and experience poverty. This is similar to what Loayza and Pennings (2020) reported that unemployment and underemployment became widespread that caused threats to the survival of many firms and has shaken the public. Some sample responses were the following:

"This pandemic is a difficult time because it affected the lives and jobs of many people." P32

"Many establishments, jobs and lives were affected and businesses shut down. It is really sad." P100

"It costs too much burden to people and made them experience poverty." P198

Recognized the Benefits of the Human Communion. 7% of the participants reported that during the pandemic, they became mindful to the benefits of human relationship. Students shared that because of the quarantine, they were able to strengthen their relationship with their family and other close relatives. The pandemic also taught them to treasure the times they have with their loved ones since the pandemic has been a threat in the health of the people. Pan (2020) stated that the pandemic also led into some positive changes such as taking care of relatives especially those who are in the risk groups, and spending more time with them. Some sample responses were the following:

"I have been building a good relationship with my family and become more close to them." P41

"The pandemic is like a call for solidarity as nations." P122

"Covid-19 has taught me two things - the value of human life and the importance of family." P52

Awareness of our Responsibilities. 3% of the participants reported that the pandemic made them recognize more their responsibilities as students and as citizens in the community. They shared that the pandemic taught them how to be responsible in their school works and other duties. They also mentioned that one way for the community to fight the virus is for individuals to take actions and precautions by adhering to the guidelines set by the community. Some sample responses were the following:

"For me, what really matter most is our lives, who and what we should prioritize because we don't know what will happen and what tomorrow brings us." P79

"We must know our responsibility in order to avoid the spread of this virus in our locality." P111

"We should prioritize our health If we want to survived in this kind of situation." P25

V. SUMMARY OF FINDINGS

The results of the study are summarized as follows:

I.a. Majority of the participants have positive feedback on their experiences to the different online lectures especially on the asynchronous mode which is by sending presentations and other learning materials. This mode is also the most dominant in online class. In line with teachers, students agreed that teachers had provided feedback on assignments, responded to their questions in a timely manner and were open to students' suggestions and adjustments of online classes, thus; this makes the students most satisfied with the support of the teaching staff. The guidance services and finance and accounting come after. In terms of academic performance, students have difficulty focusing in online class compared to on-site class. They also have difficulty figuring out how to do the most difficult classwork. Even though participants feel this way, majority still agreed that their performance has improved and that they were well adapted to the new teaching and learning experience.

I.b. Majority of the participants consider their family members as support network they turn to the most in times of crises. But for problems related to studies, they prefer to consult a close friend. A very small portion of participants would turn to neighbors and classmates.

I.c. The most often positive emotion felt by students during the pandemic is being hopeful, followed by being proud and then being joyful. Last would be being relieved. On the other hand, the most often negative emotion felt by students is being frustrated then being bored. Being anxious, angry and hopeless follow accordingly. Comparing the frequency of positive and negative emotions, students still experience positive emotions more frequently compared to negative emotions.

I.d. During pandemic, majority of the participants worry about their future education. Studying issues and personal finances are also great apprehensions of students.

II. Participants reported that the pandemic provoked negative emotions and opinions. This includes the experience of anxiety and other distress. For some, it is a very big burden to the world right now. Consequently, other negative insights toward the pandemic includes the participants feeling troubled on the restrictions of socializing and going out, its negative effect on the

learning process of the students, and the disruptions it is causing on the livelihood of people. On the contrary, other students also consider the pandemic to have a good outcome. They shared that with the restriction of going out, they were able to recognize the importance of human communion especially with their closest family members. Additionally, the pandemic taught them the importance of recognizing their responsibilities.

VI. CONCLUSION

In a span of time, the Covid-19 pandemic has affected the lives of many people including students in the higher education. In this respect, this study provides information into students' perception and satisfaction of the different aspects of their lives during the pandemic, including some of their insights about their experiences during this time. The study found that despite the transition in education, students are still satisfied with their experiences in the online lectures, thus the teaching staff is the support network they are most satisfied with. Most students also agreed that they adapted well to the new mode of teaching and their performance in general has improved. But with the advent of online class, students somehow experience difficulty focusing and doing difficult classwork that may suggest apprehensions about their future education. Students reported that despite the pandemic, they still feel more positive emotions than negative emotions. The findings also show that the pandemic provoked numerous emotions and opinions from students. This includes the experience of anxiety and other distress, the restrictions of socializing, its negative effect on the learning process of the students, and the disruptions it is causing on the livelihood of people. On a light note, the pandemic was able to make the students recognize the importance of human communion and importance of recognizing their responsibilities.

VII. RECOMMENDATIONS

The results of this study provide details that can facilitate the design of support strategies to students and provide a safe learning environment. Based on the findings and conclusions of the study, the following are recommended:

1. For school administrators to acknowledge the need to know the impact of the pandemic on the different aspects of life of the students to make necessary provisions available to support different programs proposed to address students' difficulties especially in line with their concerns involving the institution.
2. For teachers, who are working closely with the students, to continuously monitor and identify areas of possible

difficulties of students in line with their academic functioning in the new normal, thus finding good strategies suited for students.

3. For students to develop an awareness of the detrimental impact of the pandemic to be able to seek appropriate intervention for coping.

4. For guidance counselors to consider the issue to be able to assist students in gaining insights concerning their struggles with the pandemic and therefore provide psychological support to students so they can control undesirable reactions in crisis conditions.

5. For parents to be keen to recognize changes in the behavior of their children in line with the effect of the pandemic and thus serve as guide and support to their children.

6. For future researchers to consider studies on the impact of the pandemic be explored.

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APPENDIX A

QUESTIONNAIRE

I. ACADEMIC LIFE

In this part of the questionnaire, we are interested in finding out how the COVID-19 pandemic has affected your experiences with teaching and administrative support as well as your performance and expectations.

1. Since on-site classes were cancelled, the organization of lectures has changed. Below, several different forms of online lectures are listed. Please assess your level of satisfaction with each form. If you have no experience with particular form, please select "Not applicable".

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Not applicable
Online in real-time (videoconference, online meetings)						
Online with a video recording (not in real time)						
Online with an audio recording (not in real time)						
Online by sending presentations and other learning materials to students						
Written communication (forums, chat, etc)						

2. Please rate your agreement with the following statements. Since on-site classes were cancelled, my teachers:

	Disagree	Agree
have provided course assignments (e.g. readings, homework, quizzes) on a regular basis.		
have provided feedback on my performance on given assignments.		
have responded to my questions in a timely manner.		
have been open to students' suggestions and adjustments of online classes.		

3. Since on-site classes were cancelled, how satisfied have you been with support of:

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Not applicable
teaching staff						
technical support or IT services						
student development services						
finance and accounting						
library						
student counselling services						

4. In view of the new teaching and learning environment, to what extent do you agree with the following statements.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable

It is more difficult for me to focus during online teaching in comparison to on-site teaching.						
My performance as a student has improved since on-site classes were cancelled.						
I have adapted well to the new teaching and learning experience.						
I can figure out how to do the most difficult classwork since on-site classes were cancelled.						

II. SOCIAL LIFE

In this part of the questionnaire, we are interested in finding out about your support network during the COVID-19 crisis.

1. For each of the following situations, please select who you would turn to first. If there are several people, you are equally likely to turn to, please select the one you feel closest to. Who would you turn to first to?

	Close family member	Close friend	Someone I live with	Neighbors	Classmate	Teacher
Help you around your home if you were sick and had to stay in bed for a few days.						
Be there for you if you felt a bit down or depressed and wanted to talk about it.						
Talk about problems related to studying issues (lectures, seminars, practical work).						
Talk about problems related to personal finances.						
Talk about problems related to family and relationships.						
Be there for you if you would like to talk about the COVID-19 crisis.						

III. EMOTIONAL LIFE

In this portion of the questionnaire, we are concerned in finding out how you have been feeling since the start of the pandemic.

1. Please rate to what extent have you felt the following since the outbreak of COVID-19 in your country.

	Never	Rarely	Sometimes	Often	Always
Joyful					
Hopeful					

Proud					
Frustrated					
Angry					
Anxious					
Ashamed					
Relieved					
Hopeless					
Bored					

IV. LIFE CIRCUMSTANCES

In this part of the questionnaire, we are interested in finding out whether you have some life circumstances (general and financial) that you are worried about in the context of your student life and what is your opinion regarding the support measures and changes made in behavior since the onset of the COVID-19 pandemic.

1. How often you have worries about the following personal circumstances?

	Never	Rarely	Sometimes	Often	Always
Personal physical health					
Personal mental health					
Studying issues (lectures, activities, practical work)					
Future education					
Personal finances					
Family and relationship					
COVID-19 or similar pandemic crisis in the future					
Leisure activities (sports and cultural activities, parties, hanging out with friends, etc.)					

V. GENERAL REFLECTIONS

In this part of the questionnaire, we are concerned in your general reflections on the pandemic.

1. Can you share some general views/words of your reflection on Covid-19?



Covid 19 Pandemic Response of the Local Governments in Kalinga

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Received: 30 Nov 2022; Received in revised form: 16 Dec 2022; Accepted: 21 Dec 2022; Available online: 31 Dec 2022

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Abstract— This descriptive research aimed to assess the responses of Provincial LGU with the DILG issuance on Covid 19 to aid in the proposal of a multidimensional revitalization plan which the local government of Kalinga may utilize in its continues fight against Covid 19. The assessment of both the implementers and beneficiaries of the two Memorandum Circulars issued by DILG relating to Covid 19 implies that the Provincial Government of Kalinga as the implementer was able to comply at a rate that is acceptable to the beneficiaries. However, the assessment of both types of participants on the Support of LGUs to Agrarian Reform Beneficiaries' Organizations (ARBOs) amidst the Covid 19 Pandemic and Community Quarantine Period were not fully complied with or were not properly executed by the implementers. The major problem or challenge encountered by the Provincial Local Government Unit is the lack of localized guideline in the implementation of Covid policies because no assessment in the local setting was made. It is therefore recommended that a Multidimensional Revitalization Plan may be adopted to enhance the effectiveness of the Provincial LGU in its response to Covid 19. The plan includes the following proposals: Increasing Inclusivity in Public Access to Government Information about Covid 19, Enhanced Covid 19 Prevention Strategies, and the Implementation of the Sagip Saka Act in Kalinga.

Keywords— Covid 19, Provincial Government, LGU, DILG

I. INTRODUCTION

The world is currently facing an uphill battle against the novel coronavirus pandemic, most commonly known as COVID-19. In January 2020, coronavirus SARS-CoV-2 was identified as the cause of an outbreak of severe pneumonia, now known to be a complication of the coronavirus disease 2019 (Covid-19).

The World Health Organization declared the novel coronavirus (2019-nCoV) as a public health emergency of international concern (PHEIC) on January 30, 2020 and as a pandemic due to the rapid cases of infection throughout the entire world on March 11, 2020.

There were various responses from the public across countries. In Asia, particularly in South Korea and Japan, the use of facemask has been regarded as mandatory. Countries and territories have imposed several forms of travel restriction against China, these restrictions include, border closures, entry or exit bans, visa restrictions and flight suspensions. Kiernan & DeVita (2020).

The Philippine response to COVID-19 has been described as being one of the longest and strictest lockdowns in the world. Hapal, (2021).

On January 28, 2020, Travel restrictions in the Philippines were imposed before the first confirmed case was reported on 30 January. No (2019) Contact tracing and additional travel restrictions were also put in place after covid 19 related cases and deaths were identified.

Under Presidential Proclamation No.929, series of 2020, the entire country was placed in a State of Calamity for a period of six months.

National risk communication plans were strengthened by the government in order to furnish the people with the proper information on the new disease. This was implemented through the conduct of daily announcements via press briefings, multimedia advertisements and the use of social media platforms.

Aggressive Contact tracing is recommended by the Centers for Disease Control and Prevention to control the COVID-19 pandemic. Koetter et. al.(2020), however it was done in a small scale in the Philippines.

As the virus spreads, policy responses will need to shift from focusing on surveillance and mitigation to recovery and prevention. Local governments, with their histories of mutual aid and familiarity with local communities, are capable of meeting these challenges. However, federal policies and funding must flow soon, and in a flexible enough fashion for local government authorities to tailor their efforts to preserve vital services and rebuild local economies.

The Covid-19 pandemic challenges not only the health sectors in countries worldwide but also their public administration systems. Schomaker, (2020).

Local government managers and elected officials know their communities and needs best. There is already evidence that local governments are making a variety of temporary moves to address the disproportionate impacts of COVID-19 on disadvantaged communities.

The Kalinga State University (KSU) Research and Development Services is mandated to conduct research and development programs in priority disciplines and key areas for improving instructional programs and to promote the development of rural and urban indigenous communities.

KSU also includes in its mandate social researches geared towards development of social measures that support economic progress and maintenance of public safety and security and through its extension advisory services, is committed to transform the countryside into self-reliant and progressive modern communities by establishing linkages and working closely with the Government Organizations, Non-Government

Organizations, Peoples Organization, and Local Government Units, towards the improvement of the general welfare and quality of life of its clientele.

Present investigations on government responses to COVID-19 have centered on such factors as accountable leadership, policy implements, or cultural settlements on an international or national level. However, seldom have considered how local governments responded, examine how efficient these responses seem to be, and what lessons we can extract from them.

The researcher's motivation of this study as a member of the academe, a researcher, an extension worker in Kalinga State University and a frequent resource speaker of the Department of Interior and Local Government, is to assess the responses of Provincial LGU with the DILG issuance on Covid 19 to aid in the proposal of a multidimensional revitalization plan which the local government of Kalinga may utilize in its continues fight against Covid 19.

Conceptual Framework

Policy instruments are more inclined to work when subsisting institutional foundation aids their execution and implementation (An and Tang, 2020). Throughout pandemic, authorities need to respond to crises by establishing speedy responses and assembling sources. Efficient governance needs capabilities and skills for both readiness and resilience (Drechsler and Kattel, 2020). The research is anchored upon the concept stated by Kettl (2020) that the solution to the crisis (Covid 19) will require policy change and flexible funding for local governments on the front lines.

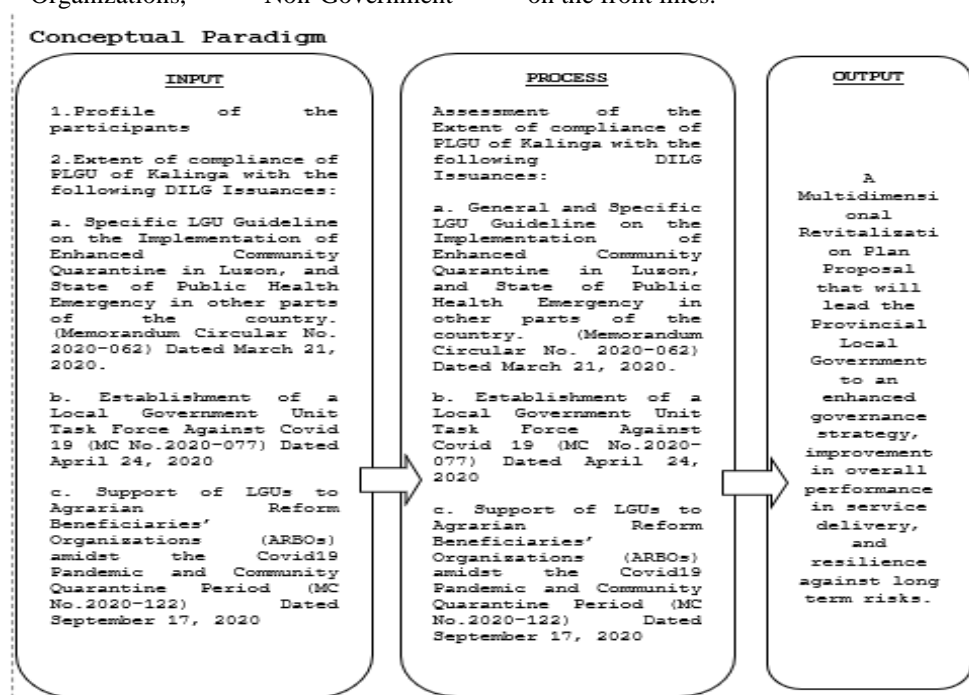


Fig.1. IPO Conceptual Paradigm

The study utilized the Input Process Output model in assessing the extent of compliance of PLGU of Kalinga with the following the DILG Issuances, specifically on the General and Specific LGU Guideline on the Implementation of Enhanced Community Quarantine in Luzon, and State of Public Health Emergency in other parts of the country (Memorandum Circular No. 2020-062 Dated March 21, 2020) Establishment of a Local Government Unit Task Force Against Covid 19 and (MC No.2020-077 Dated April 24, 2020) Support of LGUs to Agrarian Reform Beneficiaries' Organizations (ARBOs) amidst the Covid 19 Pandemic and Community Quarantine Period (MC No.2020-122 Dated September 17, 2020)

Through the inputs in the study, the author may determine extent of compliance to the issuances, and the DILG representatives and the various beneficiaries' perceived extent of compliance to these issuances by the Local Chief Executive.

The expected output of the study is a Multidimensional Revitalization Plan Proposal that will lead the Provincial Local Government to an enhanced governance strategy, improvement in overall performance in service delivery, and resilience against long term risks.

Statement of the Problem

This study aims to assess the extent of compliance of the Provincial LGU of Kalinga with the DILG issuance on Covid 19, which will serve as basis to propose a Multidimensional Revitalization Plan for LGUs to enhance its response to Covid 19.

Specifically, it attempted to answer the following questions:

1. What is the profile of the participants in terms of type?
 - 1.1. Implementers
 - 1.1.1. Provincial Governor
 - 1.1.2. City Mayor
 - 1.1.3. Sangguniang Panlalawigan Members
 - 1.1.4. Sangguniang Panlungsod Members
 - 1.1.5. Sangguniang Bayan Members
 - 1.1.6. Punong Barangay
 - 1.1.7. DILG Regional Director
 - 1.2. Beneficiary
 - 1.2.1. Community Beneficiary
 - 1.2.2. Non-Governmental Organization Representative
 - 1.2.3. ARBO beneficiary

2. What is the extent of compliance of the Provincial LGU with the DILG following issuances on Covid 19 as assessed by the participants?
 - 2.1 General and Specific LGU Guideline on the Implementation of Enhanced Community Quarantine in Luzon, and State of Public Health Emergency in other parts of the country (Memorandum Circular No. 2020-062) Dated March 21, 2020
 - 2.2 Establishment of a Local Government Unit Task Force Against Covid 19 (MC No.2020-077) Dated April 24, 2020
 - 2.3 Support of LGUs to Agrarian Reform Beneficiaries' Organizations (ARBOs) amidst the Covid 19 Pandemic and Community Quarantine Period (MC No.2020-122) Dated September 17, 2020
3. Is there significant differences in the extent of compliance of DILG issuances on Covid 19 by the Provincial Government Unit of Kalinga as assessed by the following participants:
 1. Implementers;
 2. Beneficiary
4. What are the challenges and problems encountered by the Provincial Chief Executive in complying with various DILG issuances on Covid 19?
5. What revitalization plan can the Provincial LGU design and implement to enhance its effective response to Covid 19?

Hypothesis

There is no significant difference in the assessment of compliance of LGU with the DILG issuances on Covid 19 when participants are grouped according to their type.

Significance of the Study

This study is of great significance to the following:

Civil Society/Non-Government Organizations. The study may serve as guide to Civil Society/Non-Government Organizations in identifying and implementing interventions with the Local Government Units to address the increased needs of the communities brought about by the pandemic.

Community. The study may serve as guideline to support implementers working directly with communities during the Covid 19 Pandemic to review and develop future action plans in response to the pandemic.

Government Agencies. The study may serve as basis for the government agencies to integrate in their delivery of sustainable and vital services, programs that are effective in combating public health emergency.

Local Government Units. The study may serve as assessment to provide a plan for LGUs on forming policies that are inclusive and equitable and can help its constituents to become resilient to the present health emergency.

Future Researchers. This will serve as future reference and basis for other investigations to be conducted by future researchers concerning compliance of LGU with the DILG issuances on Covid 19.

Researcher. The study is significant to the researcher as a member of the academe, a researcher, an extension worker in Kalinga State University and a frequent resource speaker of the Department of Interior and Local Government, to enable him assess the responses of Provincial LGU with the DILG issuance on Covid 19 and subsequently to aid in the proposal of a multidimensional revitalization plan which the local government of Kalinga may utilize in its continues fight against Covid 19.

Scope and Limitation of the Study

This study primarily focuses on formulating a revitalized plan for the Provincial Government of Kalinga on forming policies to enhance its response to Covid 19. The study was conducted in the province of Kalinga covering the Local Chief Executive, DILG representative and the beneficiaries of the Memorandum Circulars issued by DILG specifically, the community beneficiaries, Non-Governmental Organization Representatives, ARBO beneficiaries and Telecommunication Sector Representatives.

II. REVIEW OF LITERATURE

COVID 19

The epicenter of the new Coronavirus disease 2019 (Covid 19) originated in Wuhan city, Hubei Province, China (Fauzi & Paiman, 2020). Wuhan city is a major transportation hub with a population of more than 11 million people (Lu et al, 2020), where SARS-CoV-2 evidently ensued in starting its transition from animals to humans on the Huanan seafood market (Velavan & Meyer, 2020).

An academician of the Chinese Academy of Engineering, Dr Jianguo Xu declared that this newly detected Coronavirus is different from known human Coronavirus species (Liu & Saif, 2020). From the 2019-nCoV to severe acute respiratory syndrome Coronavirus-2, it has been renamed to (SARS-CoV-2) (Gorbalenya et al, 2020). Findings in the study of Cahn et al. (2020) showed a consistent person-to-person transmission of this Covid

19 in hospital and family settings and the reports of infected travelers in other geographical regions. Patients who are above 60 years old and are immunocompromised are more vulnerable than children with milder symptoms (Li et al, 2020). On January 30, 2020, the WHO declared COVID -19 as the sixth public health emergency of international concern (Lai et al., 2020).

WORLD HEALTH ORGANIZATION

An unusual outbreak of pneumonia of unexplored etiology in Wuhan City, Hubei province in China appeared in December 2019. A novel Coronavirus was distinguished as the cause and was consequently labelled as COVID -19 by the World Health Organization (WHO) (Sohrabi, 2020).

The World Health Organization has been fully engaged with the global community since the identification of this emerging virus and continues to provide guidance to countries, health care workers, and the general public regarding measures to prevent and control the outbreak (Al-Mandhari, 2020).

WORLDWIDE COVID 19 RESPONSES

Some Southeast Asian countries were swift to react to large-scale tracking of infections and the imposition of travel bans due to its recent experience with the SARS (Leadbeater et al., 2020) which was subsequently emulated by some Eastern European countries (Shotter and Jones, 2020).

According to Klingler-Vidra et al., (2020), the government of Vietnam was quick to acknowledge the complication and as a response, closed its borders on the onset and accelerated the generation of inexpensive test kits.

Since 2013, risk analysis for pandemics and operational emergency plans are readily available in Germany as a result of the two decades of influenza management.

Iran started medical and hygienic measures with the establishment of a National Committee for fighting Corona Virus, and Telephone screening through 4030" that is a hotline for COVID -19 detection and provision of relevant health information (Pourghaznein & Salati, 2020).

The government of Ethiopia has responded to the pandemic by adopting various actions like the closing of borders, educational facilities, entertainment outlets and mandated social distancing rules (Asnakew, 2020).

PHILIPPINES COVID 19 RESPONSES

The Novel Corona virus (COVID -19) has reached Philippines and tagged its first case on January 30, 2020 with a 38-year-old female Chinese national arriving from Wuhan via Hong Kong who was admitted to a government hospital showing pneumonia (Vallejo & Ong 2020).

Since then, the Government immediately formed Inter Agency Task Force (IATF) on Emerging Infectious Diseases chaired by the Department of Health Secretary Francisco Duque III. They have the goal to create measures to contain and mitigate the disease's impact to the citizen. On March 7, 2020, the first case of local transmission has been declared (Mendez & Crisostomo, 2020) and President Rodrigo Duterte announced the Enhanced Community Quarantine in Luzon on March 15, 2020 through Presidential Proclamation Nos. 922 and 929 s. 2020 (Pawilen, 2020). This laid down broad strategies and guidelines governing the imposition of the Enhanced Community quarantine (ECQ) over the entire Luzon and stringent social distancing measures throughout the country. In Enhanced Community Quarantine, all citizens were ordered to stay at home and had been restricted to travel to other cities. All mode of transportations were halted as everyone must stay at home. Work suspensions and creation of an alternative work arrangement such as work from home were put into place to not cripple the business operation. In buying necessities, people are being restricted to not hoard essential items such as water and alcohol. This pandemic really puts a long pause in the life of the Filipino and also around the world.

After 45 days, on May 1, 2020, President Duterte introduced General Community Quarantine (GCQ) to those municipalities and cities that don't have an active case. This allows businesses to open again but with the policy of maintaining social distancing, strictly wearing face masks, having a sanitizer or alcohol after every transaction, undergoing thermal scanning to check temperature, and having only 50% percent of the regular customer capacity.

Since then, the spread of Covid -19 has increased exponentially, with the World Health Organization declaring a pandemic on March 11 and has become a severe public health problem globally (Xie & Zhu, 2020).

The rise of COVID -19 infection cases in the Philippines forced the economy to a near halt in the latter part of March due to severe disruptions in manufacturing, agriculture, tourism and hospitality, construction, and trade (World Bank, 2020).

PROVINCIAL ORDINANCES ON COVID 19

In order to give time for taxpayers to recover from lost income and opportunities as an offshoot of the ECQ and the effects brought about by the CODID-19 pandemic, the deadline on the availment of the tax discount for prompt payment of the real property tax and the availment on the Tax Amnesty where extended thorough PROVINCIAL ORDINANCE No. 2020-007 or also known as An Ordinance Extending the Availment

Period On Prompt Payment Of Real Property Tax For The Current Year 2020.

On the 21st day of April 2020, An Ordinance Requiring The Use Of Face Mask Or Face Cover In Public Places, And Imposing Penalties For Violations Thereof was approved by the Sangguniang Panlalawigan Of Kalinga. This ordinance is based on Section 16 of the Local Government Code where every local government unit has the implied power to do all things necessary, appropriate, or incidental to govern efficiently and effectively, promote general welfare, promote health and safety, maintain peace and order, and preserve the comfort and convenience of their inhabitants.

The rapid increase of COVID -19 cases has struck fear and paranoia in people so much so that it has brought forth biases and prejudices against persons who are confirmed COVID -19 cases. These have resulted in unwarranted actual and virtual vilification, discrimination, and violence towards these covered individuals. Therefore, An Ordinance Prohibiting The Harassment, Violence, and/or any form of discrimination against persons who have recovered from Covid -19, Persons Under Investigation (PUI) and Persons Under Monitoring (PUM), and Against Health Workers, Frontliners, or Persons whose Employment has called them to report for duty during this time of National Health Emergency, and Imposing Penalties Therefor was approved by the Sangguniang Panlalawigan of Kalinga. Under this ordinance, it shall be unlawful for any person to make utterances to cause the Covered Individuals' discrimination, stigma, disagree, shame, insult, or harassment, including the unauthorized disclosure of their names and/or place of residence to other people.

ROLE OF DILG IN THE FIGHT AGAINST COVID - 19

The Department of Interior and Local Government is the executive department responsible for promoting peace and order, ensuring public safety, and strengthening the capability of local government units to effectively deliver basic services to the citizenry.

The Department of Local and Interior Government (DILG) through Executive Order 168 series of 2014 was made a member of the Inter-Agency Task Force for the management of Emerging Infectious Diseases in the Philippines through its power of general supervision over government units

As part of the Inter-Agency Task Force (IATF) on COVID -19. The DILG is to exercise supervision over local governments in the implementation of the law and public health emergency protocols.

DILG MEMORANDUM CIRCULAR 2020-062

Memorandum circulars are acts of the President on matters relating to internal administration, which the President desires to bring to the attention of all or some of the departments, agencies, bureaus or offices of the Government, for information or compliance, and they shall be embodied in memorandum circulars Administrative Code (1987).

Memorandum Circular 2020-062 was crafted based on the provision of the Philippine Constitution stating that “The state shall protect and promote the right of the people and instill health consciousness among them.”

Memorandum Circular 2020-062 was issued to direct all government units to fully implement the directives of the Office of the President for the Enhanced Community Quarantine for the Island of Luzon and the State of Public Emergency for the rest of the country.

This Memorandum Circular has for its basis other related issuances like Memorandum Circular 2020-018 and Memorandum Circular 2020-023 which enjoin all Local Government Units to effectively intensify the IEC against Covid 19, and implement programs, projects, and services that will promote the health and well-being of every Filipino. Three tasks were given to the Chief Executives through this memorandum first, being the Anti-Coronavirus Information Manager; second, as Local Crisis Manager; and lastly, as Environmental Health Manager. Memorandum Circular 2020-018 also provided the guidelines for the containment, control and prevention of Covid -19.

DILG Advisories were also made as basis for Memorandum Circular 2020-062. DILG Advisory dated March 10, 2020 directed all LGUs to comply with the guidelines set forth by the DOH regarding Covid 19. The LGUs were also given specific set of orders on how to act upon the declaration of the President of a State of Public Health Emergency. DILG Advisory dated March 12, 2020 was in line with Presidential Proclamation No. 922, Series of 2020. It reconstituted and reactivated all Local Disaster Risk Reduction Management Councils. The Local Chief Executives were also instructed to coordinate with the Philippine National Police and other law enforcement agencies. DILG Advisory dated March 18, 2020 reiterates the Memorandum issued by the office of the Executive Secretary regarding the Enhanced Community Quarantine over the entire island of Luzon. DILG Advisory dated March 29, 2020 relays the strict enforcement of the Enhanced Community Quarantine in Luzon and the placement of the entire country under a State of Public Health Emergency.

DEFINITION OF TERMS

The following terms are hereby defined in a manner they are used in the study for clarity:

Assessment. The evaluation or estimation of the nature, quality, or ability of someone or something.

COVID -19. A disease caused by a new strain of Coronavirus. 'CO' stands for corona, 'VI' for virus, and 'D' for disease. Formerly, this disease was referred to as '2019 novel Coronavirus' or '2019-nCoV'.

Local government units. These are institutional units whose fiscal, legislative and executive authority extends over the smallest geographical areas distinguished for administrative and political purposes.

Pandemic. Defined as “an epidemic occurring worldwide, or over a very wide area, crossing international boundaries and usually affecting a large number of people”. The classical definition includes nothing about population immunity, virology or disease severity.

Policy. A course or principle of action adopted or proposed by a government, party, business, or individual.

Corona Virus. Any of a family (Coronaviridae) of large single-stranded RNA viruses that have a lipid envelope studded with club-shaped spike proteins, infect birds and many mammals including humans, and include the causative agents of MERS, SARS, and COVID -19.

Multidimensional. Having or relating to multiple dimensions or aspects.

Revitalization. To give new life or vigor to.

Plan. An orderly arrangement of parts of an overall design or objective.

Response. A reaction to something that has happened.

Memorandum Circulars.” Acts of the President on matters relating to internal administration, which the President desires to bring to the attention of all or some of the departments, agencies, bureaus or offices of the Government, for information or compliance and shall be embodied in memorandum circulars.”

Executive Issuances. Acts of the Chief Executive of the Philippines, whether in the exercise of the executive power or broader powers conferred by emergency or at particular periods.

Bayanihan to Heal as One Act. It is also known as the Bayanihan Act and officially designated as Republic Act No. 11469, which is a law in the Philippines that was enacted in March 2020 granting the President additional authority to combat the COVID -19 pandemic in the Philippines

III. METHODOLOGY

The locale of the Study

The study was conducted in the province of Kalinga.

Research Design

The research method of this study utilized the explanatory sequential design which consists of first collecting quantitative data and then collecting qualitative data to help explain or elaborate on the quantitative results. (Creswell, 2011). The findings were presented in the form of tables to communicate a discernment of reliable and unbiased research (Denscombe, 2003) and it also involved interviews with participants. This used the sequential explanatory mixed-method design. The method involves two phases: the quantitative followed by the qualitative. First, the quantitative data is gathered and analyzed. After which, the qualitative data collection and analysis followed to further expound the quantitative in the first phase (Creswell, 2013).

Respondents/informants/research participants

The study was conducted in the different cities and municipalities in the Province of Kalinga. The participants of the study are the following:

The Slovin's formula with a five percent margin of error at 95% confidence level is used to determine the sample size for the community beneficiary. Under the national population count conducted by the National Statistics Office (NSO), as of May 2010, Kalinga registered a total population of 201,613. The City of Tabuk has the highest population count which has 103,912 persons. This is because Tabuk City is the capital of the province and is the center of commerce, trade and industry making the city an immigration area. The least populated town is Tanudan with only 8,119 population count.

Purposive sampling was used to determine the participants for the Local Chief Executive, DILG representative, Non-Governmental Organization Representative and ARBO beneficiaries.

Table 2. Inclusion and Exclusion Criteria

INCLUSION CRITERIA	EXCLUSION CRITERIA
Participants who are assigned as implementer in the DILG issuances who took part in the implementation of DILF issuances.	Participants who are assigned as implementer in the DILG issuances but did not play a role in the implementation of any of the DILG issuances.
Active member of the NGOs, preferably the president of the organization.	Inactive member of the NGOs preferably the president of the organization.
Active ARBO beneficiaries member preferably the president of the organization	Inactive ARBO beneficiaries member preferably the president of the Organization
NGO/ARBO members who are in the vicinity of the Province of Kalinga during the lockdown.	NGO/ARBO members who are not in the vicinity of the Province of Kalinga during the lockdown.

Table 3 Research Participants of the Study

RESEARCH PARTICIPANTS	No.
Implementers	
Provincial Governor	1
Mayors	5
Sangguniang Panlalawigan Members	9
Sangguniang Panlungsod Members	7
Sangguniang Bayan Members	25
Punong Barangays	43
DILG Regional Director	1
Subtotal	91
Beneficiaries	
Community Beneficiary	261
Non Governmental Organization Representative	4
ARBO beneficiaries	4
Subtotal	270
Total	363

There was a total of 210 Beneficiaries and 91 Implementers who participated in the research. The

beneficiaries are comprised of representatives from different sectors of society such as ARBO beneficiaries,

members of non-governmental organizations, and members of the community from the 7 municipalities, and one city of Kalinga.

Among the 270 Beneficiaries who participated in this study, 261 are members of the community at large, 4 are beneficiaries of the Agrarian Reform Beneficiary Organization and 4 are members of Non-Governmental Organization.

The 4 Non-Governmental Organization are from different NGOs that are based in Kalinga. There are 2 from the International Association for Transformation (IAT), 1 from Rotary Club of Tabuk and 1 from Heifer International Philippines (HIP).

The four ARBO beneficiaries represented 4 different municipalities/ city in Kalinga which are comprised of one from the city of Tabuk, one from Municipality of Rizal, one from Pinukpuk and one from Tanudan.

The implementer-participants are the DILG Regional Director, 5 Mayors, the Provincial Governor, 43 Punong Barangays, 25 Sangguniang Bayan Members, 9 Sangguniang Panlalawigan Members, and 7 Sangguniang Panglungsod Members who are purposively sampled to rate the extent of their compliance to various DILG issuances. This study was conducted on the onset of Covid 19 where community quarantine is in place and some of the municipalities in Kalinga are on frequent lockdown, so the researcher was not able to collect data from all the implementers of the province. However, according to Bernard (2002), There is no cap on how many informants should make up a purposive sample, as long as the needed information is obtained.

Data Gathering Tools

A validated researcher-made questionnaire using the General Guidelines set forth in the Memorandum Circulars and a semi-structured interview were utilized to gather data. To establish the face validity of the questionnaire, the researcher, asked the DILG Provincial Director to read through the questionnaires and carefully evaluate the questions. The questionnaire has questions focused on the extent of compliance of the PLGU of Kalinga to the various DILG issuances specifically on specific LGU Guideline on the Implementation of Enhanced Community Quarantine in Luzon, and State of Public Health Emergency in other parts of the country (Memorandum Circular No. 2020-062) Dated March 21, 2020) Establishment of a Local Government Unit Task Force Against Covid 19 (MC No.2020-077 Dated April 24, 2020), Support of LGUs to Agrarian Reform Beneficiaries' Organizations (ARBOs) amidst the Covid 19 Pandemic and Community Quarantine Period (MC No.2020-122 Dated September 17, 2020) and Guidelines to Internet Connectivity and Telecommunication Services to Address the Need for Rapid Digital Transformation in the New Normal (MC 2021-034 Dated March 24, 2021).

Data Analysis

All the data gathered from the participants were collected and systematically tabulated. Quantifiable data were translated into descriptive statistical values, which served as the basis in drawing interpretations and conclusions.

The following statistical methods were employed:

- 1) Frequency and percentage- This was used to describe the participants' profile.
- 2) Mean- This was used to determine the extent of compliance of LGUs of Kalinga with the DILG issuances on Covid 19.

Table 4 Scale for measuring the extent of compliance of the Provincial LGU of Kalinga with the DILG issuance on Covid 19

Mean Range	Interpretation
Not Complied	1.00-1.66
Partially Complied	1.67-2.32
Fully Complied	2.33-3.00

- 3) T-test/ANOVA- This was used to address the inferential questions in the study.
- 4) Explanatory-Sequential Approach -This was used to follow up the quantitative results with qualitative data. Thus, the qualitative data is used in the subsequent interpretation and clarification of the results from the quantitative data analysis
- 5) Thematic Analysis- This was used in organizing participants' responses in the interview to identify

the problems/challenges in the implementation of the various DILG issuances.

IV. RESULTS AND DISCUSSION

Summary of Findings

The results of the study are summarized as follows:

I. Profile of Participants

Table 5 Profile of Participants

RESEARCH PARTICIPANTS	No.	Percentage
Implementers		
<i>Provincial Governor</i>	1	0.28%
<i>Mayors</i>	5	1.39%
<i>Sangguniang Panlalawigan Members</i>	9	2.49%
<i>Sangguniang Panlungsod Members</i>	7	1.94%
<i>Sangguniang Bayan Members</i>	25	6.93%
<i>Punong Barangays</i>	43	11.91%
<i>DILG Regional Director</i>	1	0.28%
Subtotal	91	25.21%
Beneficiaries		
<i>Community Beneficiary</i>	261	72.30%
<i>Non-Governmental Organization Representative</i>	5	1.39%
<i>ARBO beneficiaries</i>	4	1.11%
Subtotal	270	74.79%
Total	361	100.00%

Table 5 presents the profile of the participants in the study. It is shown that majority or 74.79% of the participants are beneficiaries and 25.21% are implementers. Among the beneficiaries, 72.30% are community beneficiaries and the rest are either NGO or ARBO beneficiaries. The Implementers are mostly (11.91%) composed of the Punong Barangays and the Sangguniang Bayan Members (6.93%). The others are the Sangguniang Panlalawigan

Members (2.4%), Sangguniang Panlungsod Members (1.94%), Mayors (1.39%), the Provincial Governor, and the DILG Regional Director.

II. Extent of compliance of the Provincial LGU with the DILG issuances on Covid 19 as assessed by all the Beneficiaries and all the Implementers.

Table 6 Extent of Compliance of PLGU Kalinga with MC No.2020-062 as assessed by both Implementers and Beneficiaries

		Beneficiary		Implementer		Overall	
		Mean – Beneficiary	Descriptive Scale	Mean - Implementer	Descriptive Scale	Mean-Overall Assessment	Descriptive Scale
	<i>MC No.2020-062 Guidelines</i>						
1	<i>The PLGU of Kalinga took charge of the promotion of health and safety within it's jurisdiction.</i>	2.25	<i>Partially complied</i>	2.56	<i>Fully Complied</i>	2.48	<i>Fully complied</i>
2	<i>The Governor of Kalinga remained present in his area of jurisdiction.</i>	2.34	<i>Fully Complied</i>	2.26	<i>Partially complied</i>	2.32	<i>Partially complied</i>
3	<i>The PLGU of Kalinga used the guidelines and advisories as pillars in implementing local</i>	2.18	<i>Partially complied</i>	2.51	<i>Fully Complied</i>	2.43	<i>Fully complied</i>

	<i>programs and activities relative to the State of Calamity.</i>						
4	<i>The PLGU of Kalinga kept close coordination with the PNP.</i>	2.23	<i>Partially complied</i>	2.55	<i>Fully Complied</i>	2.47	<i>Fully complied</i>
5	<i>The PLGU of Kalinga, in close coordination with PNP adhered to the guideline and did not overextend its implementation nor deliberately leave out its explicit provisions.</i>	2.29	<i>Partially complied</i>	2.39	<i>Fully Complied</i>	2.36	<i>Fully complied</i>
6	<i>The PLGU of Kalinga organized Barangay Health Emergency Response Teams (BHERTs)</i>	2.17	<i>Partially complied</i>	2.46	<i>Fully Complied</i>	2.39	<i>Fully complied</i>
7	<i>The PLGU of Kalinga in coordination with health and police authorities established checkpoints to prevent the spread of Covid 19</i>	2.24	<i>Partially complied</i>	2.51	<i>Fully Complied</i>	2.45	<i>Fully complied</i>
8	<i>The PLGU of Kalinga monitored the prices of medicine, protective gears and other basic necessities and filed charges against hoarding and overpricing.</i>	2.17	<i>Partially complied</i>	2.44	<i>Fully Complied</i>	2.38	<i>Fully complied</i>
9	<i>The PLGU of Kalinga ensured that garbages were properly disposed, “esteros” and canals were regularly cleaned and enforcement of ordinances regarding health, sanitation, and cleanliness remained.</i>	2.2	<i>Partially complied</i>	2.46	<i>Fully Complied</i>	2.40	<i>Fully complied</i>
10	<i>The PLGU of Kalinga provided all medical staffs PPE.</i>	2.17	<i>Partially complied</i>	2.5	<i>Fully Complied</i>	2.42	<i>Fully complied</i>
11	<i>The PLGU of Kalinga enforced the prohibition of mass gatherings.</i>	2.16	<i>Partially complied</i>	2.51	<i>Fully Complied</i>	2.42	<i>Fully complied</i>
12	<i>The PLGU of Kalinga refrained from using schools as quarantine or isolation areas.</i>	2.15	<i>Partially complied</i>	2.47	<i>Fully Complied</i>	2.39	<i>Fully complied</i>
13	<i>The PLGU of Kalinga</i>	2.26	<i>Partially</i>	2.43	<i>Fully</i>	2.39	<i>Fully</i>

	<i>reconstituted and/ or reactivated its LDRRMC.</i>		<i>complied</i>		<i>Complied</i>		<i>complied</i>
14	<i>The PLGU of Kalinga rendered full assistance and cooperation with other LGUs and mobilized necessary resources to undertake critical, urgent, and appropriate disaster response aid and measures in a timely manner to curtail and eliminate the threat of Covid 19.</i>	2.1	<i>Partially complied</i>	2.51	<i>Fully Complied</i>	2.42	<i>Fully complied</i>
	Category Mean	2.20	Partially Complied	2.47	Fully Complied	2.40	Fully Complied

Beneficiaries

Table 6 discloses the assessment of the Beneficiaries on the implementation of (Memorandum Circular No. 2020-062) also known as General and Specific LGU Guideline on the Implementation of Enhanced Community Quarantine in Luzon, and State of Public Health Emergency in other parts of the country as assessed by the Beneficiaries.

The beneficiaries accorded a rating of partially complied with an overall mean of 2.20 to the implementation of the general guidelines of the above cited memorandum.

It is important to note that although the beneficiaries rated all the guidelines of Memorandum Circular No. 020-062 as partially complied, they rated the presence of the Governor of Kalinga in his area of jurisdiction as fully complied.

The rating of partial compliance to the taking charge of the promotion of health and safety of the PLGU within its jurisdiction was brought about by the belated dissemination of Information, Education and Communication (IEC) materials regarding the Covid 19 pandemic.

The beneficiaries commented during the interview that most of their knowledge on the virus was obtained through the internet, radio, and television but none came from the local government which would have been more reliable than the unofficial and sometimes fake posts on Social media.

This is evident in the following conversation:

Researcher: Did the PLGU take charge of the promotion of health and safety during the lockdown? If yes how so?

Beneficiary 1: “*Awan garud, ta basta idi lockdown ket inparit da lattan nga rumuar kami, Haan mi met ammu nu anya talaga ti pakaalan na ti Covid*” (There was actually none, because they implemented the lockdown but no information as to how the Covid is contacted was given to us)

Beneficiary 2: “*Ti pagapwan ti information idi ket diay GMA wenu diay TV5, nu maminsan ket diay Facebook ngem agsasabali met ibagbaga da kasla han nga umumnu*” (The source of information was mostly GMA or TV5, or sometimes from Facebook but there were different information which are sometimes not true.)

Researcher: Were there no public announcements?

Beneficiary 1: “*Awan uray kuma diay umaykuma nga ag megaphone ta ibaga na kuma ti kuen mi*” (There was none, not even those that use a megaphone to make an announcement)

The beneficiaries believed that the close coordination of the PLGU with the PNP in terms of the establishments of checkpoints was partially complied because the checkpoints were mostly manned by police and some municipal/ city health workers and barangay officials.

One of the beneficiaries confirmed that the checkpoint in their barangay at Naneng Tabuk, City, Kalinga was manned by 2 Barangay Tanods, 1 healthcare worker, 1 barangay official and some volunteers to secure the flow of food and basic necessities in and out of the barangay.

Beneficiary 2 said “*Awan met nakitak nga taga capitol, ti adu nga makita idi ket police ken tanod*” (I did

not see anyone from the capitol; instead, there were police and tanods.)

Uncollected garbage was one of the problems during the lockdown due to the suspension of work in the city and municipal government. Thus, the people resorted to either burning their garbage or throwing it to the river for disposal.

Participants described their situation during the lockdown as:

Beneficiary 1: “Ammu mi nga maiparit ti ag puur ti basura ngem mabungtut met ti basura min ta pasaray makalawas da nga haan agkolekta isu nga puuran mi” (We are aware that burning of garbage is prohibited but sometimes it takes the garbage collectors more than a week to collect our garbages so we had to resort to burning)

Beneficiary 2: “*Dituy ayan mi tuy market Dagupan, awan idi mapmapan nga ag kolekta isu nga dia dudduma ibelleng da diay karayan buris*” (Here in Dagupan Market, there were no garbage collectors coming, so some throws their garbages to the river.)

It is also of the perception of the beneficiaries that PLGU of Kalinga only partially complied as to the monitoring of prices of medicine, protective gears and other basic necessities because there was a noticeable increase in the prices of masks, alcohols and other medical necessities on the onset of the community quarantine. This indicates that the prices were not properly regulated.

One typical statement included this exchange:

Researcher: Why do you think the prices of medicine, protective gears and other basic necessities were not properly regulated?

Beneficiary 1: “*Haan ta nu madlaw mu tatta ket 9.00 lang ti mask, idi lockdown ket 40-50 pesos iti maysa. Ti alcohol ket maysa lang nga bote ti mabalin mu gatangan nu apanka botika*” (I don’t think it was properly regulated because the price of mask now is only 9.00 as compared during the lockdown which is 40-50 pesos each. Alcohols were also sold with 1 bottle per customer in the pharmacy.)

Beneficiary 2: “*Haan lang nga alcohol ken mask ti nangina, madlaw ku uray vitamins ket nangingina idi*” (It is not only the alcohol and mask but also the vitamins that increased in price.)

Partial compliance was also given in the compliance of the guideline that LGUs should refrain from using schools as quarantine or isolation areas, because various schools including the Tabuk City National High School and Dilag Integrated School served as facilities for Covid 19 person under quarantine. Aside from schools, the Tabuk City gymnasium and the Agbannawag Evacuation Center were also used as Isolation facilities.

Implementers

It is revealed that the implementers in the study appraised that the Province of Kalinga took lead in the prevention and control of the spread of Covid 19.

The PLGU of Kalinga also used the guidelines and advisories as pillars in implementing local programs and activities relative to the State of Calamity. Provisions of the Memorandum Circulars issued by DILG were used as basis in the issuance of executive orders and resolutions by the Sangguniang Panlalawigan.

In response to the memorandum circular, on August 12, 2020, Executive Order No. 40 was issued mandating the wearing of Face Shields for Passengers using Public Transportation in the Province of Kalinga in compliance to Department of Transportation Memorandum Circular 2020-014 and Cordillera Regional Task Force advisory to reduce the risk of transmitting the corona disease (COVID 19).

The findings also show that the participants, overall, believe that the Provincial Local Government Unit of Kalinga was successful in implementing local programs and activities relative to the State of Calamity and has kept close coordination with the Philippine National police as evidenced by the participation of the PNP in conducting checkpoints during the lockdown to prevent people from going out of their houses. In line with this, Resolution No. 2021-009 was passed by the Sangguniang Panlalawigan of Kalinga requesting the PNP to strictly implement all rules/policies relative to Covid 19 in the Province of Kalinga.

The findings show that the implementers, overall, believe that the Provincial Local Government Unit of Kalinga fully complied with the provisions of the foregoing Memorandum Circular as evidenced by a mean range of 2.47.

According to Implementer 1 (Barangay Captain), they were the first barangay to implement lockdown in the City. Villages organized groups of volunteers to organize and guard physical blockades on entry and in order for the community to fully understand the nature, implications, signs and symptoms of Covid 19, meetings were held in native dialect. Constant reminders were made thru public announcement by barangay officials roaming around. They posted safety measures, posted tarpaulins on the Barangay main gate, stores, and nearby gasoline stations.

The full compliance on monitoring of the prices of medicine, protective gears and other basic necessities, as well as and filed charges against hoarding and overpricing were also reflected on Table 5. According to the governor, this was made possible through proper coordination with the Provincial Department of Trade and Industry who went around to monitor prices of basic commodities sold by groceries and sari sari stores during

the lockdown. On the other hand, the beneficiaries also said that there was no drastic change in the process of essential needs, medicines, and other protective gears during the lockdown.

The participants rated the continuous implementation of Environmental laws ensuring that the garbage are properly disposed, as well as the enforcement of sanitation and cleanliness are properly carried out as fully complied.

The provision of PPEs to all medical staffs including local health workers such as the Barangay Health Workers and the PNP personnel's was also deemed fully complied.

It was also assessed that there is full compliance in the deterrence of mass gatherings such as meetings, parties, and religious activities, as well as in the enforcement of social distancing. Also, schools as much as

possible, were not used as isolation areas. Resolution No. 2020 was passed by the Sangguniang Panlalawigan on April 7, 2020 requiring the mandatory wearing of face mask especially in public places.

A rating of full compliance was also given in the reconstitution and reactivation of Local Disaster Risk Reduction Management Councils of every municipality/ city and on the full assistance and cooperation with other LGUs not only within the province but with neighboring provinces like Isabela and Cagayan. In addition, the Sangguniang Panlalawigan of Kalinga passed resolution No. 2020-019 Mandating the Implementation of Preemptive and Forced Evacuation as a resort when a Disaster or Emergency has been declared in the Province.

Both Beneficiaries and Implementers

Overall, the rating of the participants is "Fully Complied" with a mean rating of 2.40.

Table 7 Extent of Compliance of PLGU Kalinga with MC No.2020-062 as assessed by both Implementers and Beneficiaries (Specific)

		Beneficiary		Implementer		Overall	
	MC No.2020-062 Guidelines	Mean – Beneficiary	Descriptive Scale	Mean - Implementer	Descriptive Scale	Mean-Overall Assesment	Descriptive Scale
1	The PLGU of Kalinga ensured the continuous suspension of classes to both private and public schools including Technical/Vocational classes.	2.2	Partially complied	2.51	Fully complied	2.44	Fully complied
2	The PLGU of Kalinga provided for work-from – home arrangements to their employees except for frontline services on health and emergency, waste collection, border control, and other critical service provider.	2.28	Partially complied	2.53	Fully complied	2.47	Fully complied
3	The PLGU of Kalinga utilized their Quick Response Fund to purchase food packs for identified indigent families.	2.27	Partially complied	2.43	Fully complied	2.39	Fully complied
4	The PLGU of Kalinga implemented a strict home quarantine.	2.3	Partially complied	2.5	Fully complied	2.45	Fully complied

5	The PLGU of Kalinga ensured the closure of public establishment, except those providing/manufacturing basic necessities such as food, medicine, water, banking and remittance centers, power and energy.s	2.2	Partially complied	2.51	Fully complied	2.43	Fully complied
6	The PLGU of Kalinga provided transportation to those who sought to avail basic services like going to hospitals or clinics.	2.19	Partially complied	2.42	Fully complied	2.37	Fully complied
7	The PLGU of Kalinga provided transportation to persons stranded in ports, airports, and other terminals within their areas of jurisdiction.	2.2	Partially complied	2.49	Fully complied	2.42	Fully complied
8	The PLGU of Kalinga allowed and authorized unrestricted movement of DOH staff, LGU health personnels, WHO core staff, and all medical professionals.	2.21	Partially complied	2.51	Fully complied	2.43	Fully complied
9	The PLGU of Kalinga ensured that all cargoes (food and nonfood) are not delayed by reason of quarantine.	2.16	Partially complied	2.49	Fully complied	2.41	Fully complied
	Category Mean	2.22	Partially Complied	2.49		Fully Complied	Fully complied

Beneficiaries

Table 7 lays out the extent of compliance of the provincial government of Kalinga with MC No.2020-062 specific guidelines as assessed by the Beneficiaries.

As derived from an overall mean score of 2.22, the beneficiaries assessed the compliance of PLGU to the aforesaid specific guidelines of the Memorandum Circular as partially complied.

The beneficiaries rated the compliance of the provincial government of Kalinga in ensuring the continuous suspension of classes to both private and public schools including Technical/Vocational classes because some private schools were reported to have suspended classes belatedly and despite the Executive order issued by the chief local executive. The public schools and SUCs

were prompt in complying with the aforementioned executive order.

The work-from-home arrangement schedule was not immediately implemented with the Provincial Government employees according to some of its employees because of the nature of their worklike those in the personnel and accounting the department who are in charge of the employees' payroll.

Partial compliance was also given to the utilization of the Provincial Local Government's Quick Response Fund to purchase food packs for identified indigent families because there were some who were not given food packs during the lockdown.

The strict implementation of home quarantine by the PLGU was also rated as partially complied because there were reported cases of violations during the

lockdown. In Tabuk City alone, a total of fourteen people faced charges for violations of Article 151 of the Revised Penal Code or resistance and disobedience to a person in authority and Republic Act (RA) 11332 or the “Mandatory Reporting of Notifiable Diseases and Health Events of Public Health Concern Act” during the Enhanced Community Quarantine (ECQ) imposed from March 17 to April 30, 2020.

Those who were charged with violating RA 11332 were the two persons under monitoring (PUM) who defied quarantine protocols at the Talaca checkpoint in late March.

From March 17 to May 31, PNP-Tabuk apprehended a total of 219 violators of rules and ordinances implemented during the community quarantine. The 219 violators that included 12 minors, and 160 were referred to their respective barangays where they received disciplinary action.

From May 1 to 4, during which Tabuk was under General Community Quarantine (GCQ), four individuals were arrested for violating Republic Act No. 9165 or the Comprehensive Dangerous Drugs Act of 2002, and 14 individuals were arrested during the same period for violating Presidential Decree 1602 or the Anti-Gambling Act.

There was also a partial compliance as to the PLGU of Kalinga’s provision of transportation to persons stranded in ports, airports and other terminals within their areas of jurisdiction. It is because the initiative to do so was initiated by a group of volunteer individuals through “Oplan Padatong” which was, however, coordinated with the PLGU.

More than 300 locally stranded individuals (LSI) were brought home to Kalinga through Victory Liner Sweeper trips which were arranged by Kalinga students and other volunteers in Manila and Baguio City.

Implementers

Table 7 also shows the extent of compliance of the Provincial Government of Kalinga with MC No.2020-07 or the Establishment of a Local Government Unit Task Force Against Covid 19 as assessed by the Implementers.

The data collected conveys a full compliance to the Memorandum Circular as evidenced by a 2.29 overall mean.

The Implementers believed that the PLGU of Kalinga has fully complied in ensuring the continuous suspension of classes to both private and public schools including Technical/Vocational classes.

It is revealed that the participants deem the continuous suspension of classes as fully complied. Executive Order 20 was issued on March 14, 2020 to order suspension of classes from March 16, 2020 to April 14,

2020 in all levels of Public and Private Schools in the Province of Kalinga subject to further guidelines and directives that may be issued by the National Government in order to prevent community transmission, minimize the movement of individuals, and contain the spread of Covid 19. The said proclamation capacitated the Local Government Unit to immediately act to prevent loss of life, utilize appropriate resources to implement urgent and critical measures to contain or prevent the spread of Covid -19, mitigated its effect and impact to the community and prevent serious disruption of the functioning of the Government and Community. This proclamation further provided for the duties of school officials, administrators, parents, and guardians. The school administrators are instructed to immediately sanitize and disinfect their classrooms and facilities to prevent the transmission of Covid 19. Furthermore, the school administrators are also mandated not to allow any student/pupil to enter school premises during the suspension period and to adopt measures to complete academic courses without convening students. The parents and guardians are directed to monitor their children and make sure that they are confined within their residence.

On March 12, 2020, the Municipal Mayor of Pinukpuk ordered the cancellation and suspension of classes within the Municipality of Pinukpuk relative to the outbreak of Covid 19 (Corona Virus) at the same time banning the incoming tourist, or any group of individuals visiting the municipality.

The PLGU of Kalinga holds that they are in compliance with allowing and authorizing unrestricted movement of DOH staff, LGU health personnels, WHO core staff and all medical professionals. Due to the alarming rise of reported crimes such as the unauthorized publication of their names in social media, unlawful eviction from their homes, prohibition from their return to their residences, refusal of services in eateries or transportation, an ordinance prohibiting the harassment, violence, and/or any form of discrimination against persons who have recovered from Covid 19, Persons under investigation (PUI) and persons under monitoring (PUM) and against health workers, Frontliners, or Persons whose employment has called them to report for duty during this time of National Health Emergency and Imposing Penalties therefore was adopted and signed on April 21, 2020. Under this ordinance, it is prohibited to make utterance which tend to cause the covered individuals discrimination including the unauthorized disclosure of their names and/or place of residence to social media. It is also unlawful to prohibit their return to their respective residences after getting clearance from proper health officials.

The PLGU of Kalinga stated that they ensured the closure of public establishment, except those providing/manufacturing basic necessities such as food, medicine, water, banking and remittance centers, power, energy, telecommunication and the like. Executive Order No. 60 was issued on August 18 2020 by the mayor of Tabuk City suspending all tourism activities and events and the temporary closure of all tourism sites except Tourism accommodation establishments in the city that have secured a Certificate of Authority to Operate from the Department of Tourism.

Executive Order No. 22 was also issued on March 16, 2020 pursuant to a DILG issuance regarding the Ban on Cock Fighting or “Sabong” in light of the Covid 19 causing unnecessary unprotected contact to farm animals. The said EO prohibited organizing and participating in cock fighting in the City of Tabuk.

The PLGU of Kalinga feels that they fully complied in providing for work- from-home arrangements to their employees except for frontline services on health and emergency, waste collection, border control, and other critical service providers. On March 17 2020, Executive Order No. 24 was issued Setting the Guidelines for the Work-from-Home arrangements and support mechanisms for city government workers for the duration of the enhanced community quarantine over the entire Luzon. In compliance to an unnumbered Memorandum regarding the Community quarantine over the entire Luzon. As per the said memorandum, a work-from-home arrangement shall be implemented in the Executive Branch except the PNP, AFP, PCG and health and emergency frontline services, border control, and other critical services which shall ensure skeletal workforce. The said Executive order also

included a provision on support mechanism stating that employees providing essential services such as health workers, first responders, frontline service providers and the like shall be provided support mechanisms such as health interventions, stress debriefing and appropriate technologies to minimize face to face contact.

The PLGU of Kalinga also believes that they enforced the prohibition of mass gatherings. The Governor of the province of Kalinga issued Executive order no. 19 to declare the postponement of all the remaining scheduled activities in the celebration of the 25th Kalinga Founding Anniversary of the province on February 14, 2020. This is also in compliance to the Memorandum Circular No. 2023 issued by the Department of Interior and Local Government dated February 6, 2020 enjoining all Local Government Units to effectively intensify the information, education, and communication (IEC) campaign on nCOV ARD and implement programs, projects, and services that will promote the general welfare, public health, and well-being of every Filipino.

The Mayor of Tabuk City issued Executive Order No.76 ordering the closure of public and private cemeteries in Tabuk City Kalinga from October 29 to November 4, 2020 in order to prevent mass gatherings as they will undermine the health and safety of the constituents due to the threat of Covid 19. The Mayor encouraged the people to visit the graves of their loved ones outside the said dates.

Both Beneficiaries and Implementers

It can be discerned from the table that overall, the participants rate the compliance of PLGU as “Fully Complied” with a mean rating of 2.42.

Table 8 Extent of Compliance of PLGU Kalinga with MC No.2020-077 as assessed by both Implementers and Beneficiaries

	MC No.2020-077 Guidelines	Beneficiary		Implementer		Overall	
		Mean – Beneficiary	Descriptive Scale	Mean - Implementer	Descriptive Scale	Mean-Overall Assessment	Descriptive Scale
1	The PLGU of Kalinga established a local task force against Covid 19.	2.2	Partially Complied	2.61	Fully complied	2.52	Fully complied
2	The PLGU of Kalinga established its own Local Emergency Operations Center to enable it to monitor and analyze data coming from the	2.24	Partially Complied	2.46	Fully complied	2.4	Fully complied

	local government and interior sectors.						
3	The general Protocols (4 steps) were adopted by The PLGU of Kalinga Task Force against Covid 19.1st Step: Contact Tracing	2.27	Partially Complied	2.52	Fully complied	2.46	Fully complied
4	The general Protocols (4 steps) were adopted by The PLGU of Kalinga Task Force against Covid 19.2nd Step: Isolation	2.24	Partially Complied	2.55	Fully complied	2.47	Fully complied
5	The general Protocols (4 steps) were adopted by The PLGU of Kalinga Task Force against Covid 19.3rd Step: Testing	2.28	Partially Complied	2.54	Fully complied	2.48	Fully complied
6	The general Protocols (4 steps) were adopted by The PLGU of Kalinga Task Force against Covid 19.4th Step: Reintegration or Referral	2.14	Partially Complied	2.53	Fully complied	2.44	Fully complied
	Category Mean	2.24	Partially Complied	2.54	Fully Complied	2.46	Fully Complied

Beneficiaries

Table 8 shows the extent of compliance of the Provincial Government of Kalinga with MC No.2020-07 or the Establishment of a Local Government Unit Task Force Against Covid 19 as assessed by the beneficiaries.

The data collected conveys a partial compliance to the Memorandum Circular as evidenced by a 2.24 overall mean.

Despite the establishment of the Provincial Interagency Task Force, the beneficiaries perceive that there was only partial compliance in the establishment of Local Task Force because regardless of its existence, the presence of Emergency operation centers were not properly

communicated to the public. The protocols provided for by the Memorandum Circular were also not properly followed according to some of the beneficiaries surveyed and interviewed who were infected by Covid 19 and has experienced being brought to isolation facilities.

This was supported by statements like:

Beneficiary 1: “ *Naggapu nak Manila idi ta sinambot ko diay lockdown, ngem kunada nga ma isolate nak. Inpan da syak isolation after 3 days pinaruar da syak ngem haanda met syak nga in swab*” (I came from Manila and went home because of the lockdown. While it is true that I was put in Isolation at the Agbannawag checkpoint, I was released after 3 days without getting swabbed)

Beneficiary 2: “*Adda met dagidiay nagawid nga diretso da balbalay da nga saan na isolate*”(There were some who went straight to their houses without being isolated.)

Beneficiary 3: “*Ammuk nga ada IATF ngem madik ammu nu anya kukuen da ta adu met protocols nga kunada da nga han masursurut*” (I am aware that there is IATF but I don’t know their function because some protocols are not being followed.)

Implementers

Table 8 displays the extent of compliance of the Provincial Government Unit of Kalinga with (MC No.2020-122) or the Support of LGUs to Agrarian Reform Beneficiaries’ Organizations (ARBOs) amidst the Covid 19 Pandemic and Community Quarantine Period as assessed by Implementers.

A full compliance is perceived by the implementers in the execution of the aforesaid Memorandum Circular as reflected in the overall mean score of 2.54.

The PLGU of Kalinga established its own Local Emergency Operations Center to enable it to monitor and analyze data coming from the local government and interior sectors. In congruence to this, the Municipality of Tinglayan issued executive order on December 7 to 21 to allow extensive contract tracing on the villages of Bangad, Lower Bangad, Centro Bangad, Upper Bangad, and Poblacion in the said Municipality. Movement of residents were restricted and only those seeking medical attention

would be allowed to leave. On September 10, 2021, Local Chief Executives of various Municipalities in Kalinga placed some of their barangays through Executive Orders under granular lockdowns. In the Municipality of Pinukpuk, Barangay Junction was placed under granular lockdown through Executive Order No.22. In Pasil, Barangay Colayo was placed under granular lockdown thru executive order 28. In Tabuk City, Executive No. 35 placed Bulanao Centro, Bulanao Norte, Dagupan Centro, Dagupan Weste, Agbannawag under granular lockdown. Barangay Babalag West in Rizal was also placed under lockdown in Rizal thru Executive Order No.71.

The Office of the Governor of Kalinga issued Executive Order No. 2020-52 prescribing the Omnibus Interim Guidelines in the Implementation of the Prevention, Detection, Isolation, Treatment and Re-Integration Strategies for Covid -19 in the Province of Kalinga.

Both Beneficiaries and Implementers

Table 8 indicates the extent of compliance of the Provincial Local Government of Kalinga with MC No.2020-077 also known as the Establishment of a Local Government Unit Task Force Against Covid 19 which was as assessed by all the participants as fully complied with a total mean score of 2.46.

Table 9 Extent of Compliance of PLGU Kalinga with MC No.2020-122 as assessed by both Implementers and Beneficiaries

	MC No.2020-122 Guideline	Beneficiary		Implementer		Overall	
		Mean – Beneficiary	Descriptive Scale	Mean - Implementer	Mean – Beneficiary	Descriptive Scale	Mean - Implementer
1	<i>The PLGU of Kalinga directly purchased agricultural and fishery products from accredited farmers and fisher folks cooperatives and enterprises.</i>	2	<i>Partially Complied</i>	2.04	<i>Partially Complied</i>	2.01	<i>Partially Complied</i>

2	<i>The PLGU of Kalinga rendered full assistance and cooperation and mobilized necessary resources to undertake critical, urgent and appropriate response and measures in a timely manner to curtail and</i>	2.04	<i>Partially Complied</i>	1.96	<i>Partially Complied</i>	2.02	<i>Partially Complied</i>
3	<i>Quarantine Accreditation Passes issued by DAR to ARBO were recognized to continuously supply agricultural products to areas placed under community quarantine by the PLGU of Kalinga.</i>	1.96	<i>Partially Complied</i>	2	<i>Partially Complied</i>	1.97	<i>Partially Complied</i>
4	<i>The PLGU of Kalinga submits monthly reports to the DILG Regional offices for the compliance of this memorandum.</i>	2.05	<i>Partially Complied</i>	2.12	<i>Partially Complied</i>	2.07	<i>Partially Complied</i>
	Category Mean	2.01	Partially Complied	2.03	Partially Complied	2.02	Partially Complied

Beneficiaries

Table 9 indicates the extent of compliance of the Provincial Government of Kalinga on MC No.2020-12) or the Support of LGUs to Agrarian Reform Beneficiaries' Organizations (ARBOs) amidst the Covid 19 Pandemic and Community Quarantine Period as assessed by the beneficiaries.

The beneficiaries gave a rating of partially complied with an overall mean of 2.20 to the implementation of the general guidelines of the above cited memorandum with an overall mean score of 2.01.

ARBOs were organized nationwide in identified agrarian reform communities or clusters where there is concentration of ARBs or lands distributed through the land reform program. (Ballesteros & Ancheta, 2020).

The 4 beneficiaries surveyed and interviewed unanimously said that they did not fully feel the assistance and support for the farmers during the lockdown.

Evidence for this included these representative descriptions by ARBO beneficiaries:

Beneficiary 1: "*Ti ammuk nga benefit mi lang idi ket diay agricultural pass nga naala mi diay barangay hall ta uray hanmi schedule nga rumuar mabalin latta basta mapan kami diay farm*" (The only benefit I remember is the agricultural pass issued by the Barangay Hall to farmers allowing us to go to our farms.)

Beneficiary 2: "*Nagadun tu pay nalugi ta haankami met makabilag kada makalaku ti apit mi*" (We

incurred a lot of losses because we cannot go out to dry our palay nor sell them.)

Implementers

Table 9 shows the extent of compliance of the Provincial Government of Kalinga with MC No.2020-122 or the Support of LGUs to Agrarian Reform Beneficiaries' Organizations (ARBOs)

The data collected conveys a partial compliance to the Memorandum Circular as evidenced by a 2.03 overall mean.

The implementers admit that the emergence of the Covid 19 in the province has caught them off guard. So that in the onset of the pandemic, their manpower and resources were concentrated on the prevention of Covid 19. However, they said that they were not remiss in assisting the National Government agencies in the implementation of their programs. Among which is the Department of Agrarian Reform. The DAR in coordination with the PLGU, assisted Bulanao MPC which is an active DAR assisted cooperative supplying 673 bags of 5 kilos rice each for AEBold project.

Both Beneficiaries and Implementers

Table 9 displays the extent of compliance of the Provincial Government Unit of Kalinga with MC

Table 10 Test of Significant difference in the compliance of Kalinga PLGU on MC 2020-062 as assessed by Implementers and Beneficiaries (General)

	Variable		Mean	t-value	df	P value	Remarks
1	The PLGU of Kalinga took charge of the promotion of health and safety within its jurisdiction.	Implementer	2.56	4.4	355	0.000	Significant
		Beneficiary	2.25				
2	The Governor of Kalinga remained present in his area of jurisdiction.	Implementer	2.34	1.16	359	0.248	Not Significant
		Beneficiary	2.26				
3	The PLGU of Kalinga used the guidelines and advisories as pillars in implementing local programs and activities relative to the State of Calamity.	Implementer	2.51	4.77	350	0.350	Significant
		Beneficiary	2.18				
4	The PLGU of Kalinga kept close coordination with the PNP.	Implementer	2.55	4.72	355	0.999	Significant
		Beneficiary	2.23				
5	The PLGU of Kalinga, in close coordination with PNP adhered to the guideline and did not overextend its implementation nor	Implementer	2.39	1.45	355	0.148	Not Significant
		Beneficiary	2.29				

No.2020-122 or the Support of LGUs to Agrarian Reform Beneficiaries' Organizations (ARBOs) amidst the Covid 19 Pandemic and Community Quarantine Period which is assessed by Implementers and Beneficiaries as partial compliant.

This implies that the Provincial Agricultural Office was not able to fully enforce the purchase of agricultural and fishery products from accredited farmers and fisher folks' cooperatives and enterprises.

Due to the prioritization on the purchase of PPEs, thermal scanners and medical supplies, the implementers admits and the beneficiaries agrees that the PLGU of Kalinga was not able to render full assistance to the farmers.

According to some of the implementers, only few Quarantine Accreditation Passes were issued by their office because there was already a special quarantine pass issued to farmers by their respective barangays.

The implementers also admitted that they did submit reports in compliance to the memorandum but not on a monthly basis.

III. Test of Significant Difference in the compliance of DILG as assessed by the implementers and beneficiaries

	<i>deliberately leave out its explicit provisions.</i>						
6	<i>The PLGU of Kalinga organized Barangay Health Emergency The PLGU of Kalinga in coordination with health and police authorities established checkpoints to prevent the spread of Covid 19 Response Teams (BHERTs)</i>	<i>Implementer</i>	2.46	3.97	352	0.000	Significant
		<i>Beneficiary</i>	2.17				
7	<i>The PLGU of Kalinga in coordination with health and police authorities established checkpoints to prevent the spread of Covid 19</i>	<i>Implementer</i>	2.51	4.03	353	0,000	Significant
		<i>Beneficiary</i>	2.24				
8	<i>The PLGU of Kalinga monitored the prices of medicine, protective gears, and other basic necessities, and filed charges against hoarding and overpricing.</i>	<i>Implementer</i>	2.44	3.65	350	0.000	Significant
		<i>Beneficiary</i>	2.17				
9	<i>The PLGU of Kalinga ensured that garbages were properly disposed, “esteros” and canals were regularly cleaned and enforcement of ordinances regarding health, sanitation, and cleanliness remained unabated.</i>	<i>Implementer</i>	2.46	3.39	349	0.001	Significant
		<i>Beneficiary</i>	2.2				
10	<i>The PLGU of Kalinga provided all medical staffs PPE.</i>	<i>Implementer</i>	2.5	4.6	353	0.000	Significant
		<i>Beneficiary</i>	2.17				
11	<i>The PLGU of Kalinga enforced the prohibition of mass gatherings.</i>	<i>Implementer</i>	2.51	4.76	347	0,000	Significant
		<i>Beneficiary</i>	2.16				
12	<i>The PLGU of Kalinga refrained from using schools as quarantine or isolation areas.</i>	<i>Implementer</i>	2.47	4.25	350	0,000	Significant
		<i>Beneficiary</i>	2.15				
13	<i>The PLGU of Kalinga reconstituted and/ or deactivated its LDRRMC.</i>	<i>Implementer</i>	2.43	2.16	353	0.031	Significant
		<i>Beneficiary</i>	2.26				
14	<i>The PLGU of Kalinga rendered full assistance and cooperation with other LGU's and mobilized necessary resources to</i>	<i>Implementer</i>	2.51	5.83	347	0.000	Significant
		<i>Beneficiary</i>	2.1				

	<i>undertake critical, urgent and appropriate disaster response aid and measures in a timely manner to curtail and eliminate the threat of Covid 19.</i>						
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Table 10 presents the Test of difference in the compliance of Kalinga PLGU on MC 2020-062 as assessed by Implementers and Beneficiaries (General).

It is revealed that there is a significant difference in the assessment of the implementers and the beneficiaries in the extent of compliance of the PLGU Kalinga in all the DILG guidelines under MC 2020-062 (General Guidelines) except for the guideline mandating the Governor of Kalinga to remain present in his area of jurisdiction, of which both the implementer and beneficiaries believe that the PLGU was partially compliant. There is also no significant difference in the

extent of compliance of the PLGU Kalinga in the guideline that the PLGU of Kalinga, in close coordination with PNP must adhere to the guideline and not to overextend its implementation nor deliberately leave out its explicit provisions of which the participants of the study believe it was partially complied with.

The significant difference lies on the fact that the implementers believed that they were able to address the guidelines by promptly issuing resolutions to its effect. The implementers were able to show copies of the various memorandum circulars issued by their offices during the implementation of the lockdown.

Table 11 Test of difference in the compliance of Kalinga PLGU on MC 2020-062 as assessed by Implementers and Beneficiaries (Specific)

	Variable		Mean	t-value	P value	Remarks
1	<i>The PLGU of Kalinga ensured the continuous suspension of classes to both private and public schools including Technical/Vocational classes.</i>	<i>Implementer</i>	2.51	4.33	0.000	<i>Significant</i>
		<i>Beneficiary</i>	2.2			
2	<i>The PLGU of Kalinga provided for work –from -home arrangements to their employees except for frontline services on health and emergency, waste collection, border control and other critical service providers.</i>	<i>Implementer</i>	2.53	3.48	0.001	<i>Significant</i>
		<i>Beneficiary</i>	2.28			
3	<i>The PLGU of Kalinga utilized their Quick Response Fund to purchase food packs for identified indigent families.</i>	<i>Implementer</i>	2.43	2.17	0.031	<i>Significant</i>
		<i>Beneficiary</i>	2.27			
4	<i>The PLGU of Kalinga implemented a strict home quarantine.</i>	<i>Implementer</i>	2.5	2.74	0.007	<i>Significant</i>
		<i>Beneficiary</i>	2.3			
5	<i>The PLGU of Kalinga ensured the closure of public establishment, except those providing/manufacturing basic necessities such as food, medicine, water, banking and remittance centers, power, energy, telecommunication and the like.</i>	<i>Implementer</i>	2.51	4.17	0	<i>Significant</i>
		<i>Beneficiary</i>	2.2			
6	<i>The PLGU of Kalinga provided transportation to those who sought to avail basic services like going to hospitals or clinics.</i>	<i>Implementer</i>	2.42	3.15	0.002	<i>Significant</i>
		<i>Beneficiary</i>	2.19			
7	<i>The PLGU of Kalinga provided</i>	<i>Implementer</i>	2.49	4.14	0.000	<i>Significant</i>

	transportation to persons stranded in ports, airports and other terminals within their areas of jurisdiction.	Beneficiary	2.2			
8	The PLGU of Kalinga allowed and authorized unrestricted movement of DOH staff, LGU health personnel, WHO core staff, and all medical professionals.	Implementer	2.51	4.08	0.000	Significant
		Beneficiary	2.21			
9	The PLGU of Kalinga ensured that all cargoes (food and non food) are not delayed by reason of quarantine.	Implementer	2.49	4.69	0.000	Significant
		Beneficiary	2.16			

Table 11 shows the Test of difference in the compliance of Kalinga PLGU on MC 2020-062 as assessed by Implementers and Beneficiaries (Specific). It is revealed that there is a significant difference in the assessment of the implementers and the beneficiaries in the

extent of compliance of the PLGU Kalinga in all the DILG guidelines under MC 2020-062 (Specific Guideline).

The assessment of the implementers on the extent of implementation of the guidelines under Memorandum Circular 2020-062 is significantly higher than the assessment of the beneficiaries with their performance.

Table 12 Test of difference in the compliance of Kalinga PLGU on MC 2020-077 as assessed by Implementers and Beneficiaries

	Variable		Mean	t-value	P value	Remarks
1	The PLGU of Kalinga established a local task force against Covid 19.	Implementer	2.61	4.94	0.000	Significant
		Beneficiary	2.29			
2	The PLGU of Kalinga established its own Local Emergency Operations Center to enable it to monitor and analyze data coming from the local government and interior sectors.	Implementer	2.46	3.34	0.001	Significant
		Beneficiary	2.24			
3	1 st Step: Contact Tracing	Implementer	2.52	3.48	0.001	Significant
		Beneficiary	2.27			
4	2 nd Step: Isolation	Implementer	2.55	4.5	0.000	Significant
		Beneficiary	2.24			
5	3 rd Step: Testing	Implementer	2.54	3.78	0	Significant
		Beneficiary	2.28			
6	4 th Step: Reintegration or Referral	Implementer	2.53	5.7	0	Significant
		Beneficiary	2.14			

Table 12. Shows the Test of difference in the compliance of Kalinga PLGU on MC 2020-077 as assessed by Implementers and Beneficiaries.

It is revealed that there is a significant difference in the assessment of the implementers and the beneficiaries in the extent of compliance of the PLGU Kalinga in all the DILG guidelines under MC 2020-077.

The assessment of the implementers on the extent of implementation of the guidelines under Memorandum

Circular 2020-077 is significantly higher than the assessment of the beneficiaries with their performance.

Support of LGUs to Agrarian Reform Beneficiaries' Organizations (ARBOs) amidst the Covid 19 Pandemic and Community Quarantine Period (MC No.2020-122)

Dated September 17, 2020

Table 13 Test of difference in the compliance of Kalinga PLGU on MC 2020-122 as assessed by Implementers and Beneficiaries

	Variable		Mean	t-value	P value	Remarks
1	The PLGU of Kalinga directly purchased agricultural and fishery products from accredited farmers and fisher folks cooperatives and enterprises.	Implementer	2.04	0.27	0.79	Not Significant
		Beneficiary	2			
2	The PLGU of Kalinga rendered full assistance and cooperation and mobilized necessary resources to undertake critical, urgent and appropriate response and measures in a timely manner to curtail and eliminate the Covid 19 threat.	Implementer	1.96	-0.57	0.568	Not Significant
		Beneficiary	2.04			
3	Quarantine Accreditation Passes issued by DAR to ARB's were recognized to continuously supply agricultural products to areas placed under community quarantine by the PLGU of Kalinga.	Implementer	2	0.26	0.793	Not Significant
		Beneficiary	1.96			
4	The PLGU of Kalinga submits monthly reports to the DILG Regional offices for the compliance of this memorandum.	Implementer	2.12	0.45	0.656	Not Significant
		Beneficiary	2.05			

Table 13 shows the Test of difference in the compliance of Kalinga PLGU on MC 2020-122 as assessed by Implementers and Beneficiaries

It is revealed that there is no significant difference in the assessment of the implementers and the beneficiaries in the extent of compliance of the PLGU Kalinga in all the DILG guidelines under MC 2020-122.

IV. Challenges and problems encountered by the Provincial Chief Executive in their compliance with various DILG issuances on Covid 19.

The main problem pointed out by the Provincial Chief Executive in their compliance with various DILG issuances on Covid 19 are the following:

1. As national governments implemented large-scale 'blanket' policies to control the pandemic during the Nationwide Enhanced Community Quarantine, the local government units (LGUs) had a hard time to formulate its own policies as well as real-time interventions to address differences in the local COVID -19 transmission as it differs from one LGU to another.
2. Some policies in place, such as voluntary physical distancing, wearing of face masks and face shields, mass testing, and school closures, could be effective in one locality but not in another. Cultural norms, strong family ties, and community gatherings are a typical platform for

collective decision making in members of the Indigenous Peoples. Thus, the implementation of social distancing is very difficult to implement.

3. LGUs are tasked to adopt, coordinate, and implement guidelines concerning COVID -19 in accordance with provincial and local quarantine protocols released by the national government but no assessment in the situation of the local setting was made.

V. SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

Summary of Findings

In summary, a good number of the MSMEs operating in Tabuk City, Kalinga are small enterprises, engaged in retail business operating for more than ten years and have a CSR budget of Over 5,000 to 8000 and are earning over 250,000-400,000 as their annual net income/savings. As reflected in a category mean of 3.56, the data disclosed that MSMEs in Tabuk City, Kalinga have a 'great extent' of understanding in the concept of CSR. All seven indicators indicate mean ratings of 'great extent'. Among the eleven CSR activities MSMEs are most active in disaster relief assistance activities and are not inclined to support Scientific Researches, Service to Veterans and Senior Citizens and Socialized and Low-Cost Housing. The extent of implementation of Community research and extension programs of Kalinga State University by its faculty garnered an overall mean of 2.62

which reveals that there is a ‘moderate extent’ of implementation. According to a DTI key person, lack of time, manpower, promotion of benefits, incentives and proper coordination are the main problems and challenges encountered by the MSMEs in the implementation of CSR.

In summary, the combined assessment of the implementers and beneficiaries of the DILG issuances relating to Covid 19 which was issued during the declaration of “enhanced community quarantine” on March to September 2020 reveals an overall rating of “full compliance” on the following Memorandum Circular: The General and Specific LGU Guideline on the Implementation of Enhanced Community Quarantine in Luzon and State of Public Health Emergency in other parts of the country and The Establishment of a Local Government Unit Task Force Against Covid 19. However, a “partial compliance” rating was given on the compliance of Memorandum Circular mandating LGUs to give to Agrarian Reform Beneficiaries’ Organizations (ARBOs) amidst the Covid 19 Pandemic.

When assessed according to type of participants, the rating of the implementers is consistent with the above statement. The beneficiaries, on the other hand, generally assessed the implementation of the three aforementioned Memorandum Circulars as partially complied.

It is revealed that there is a significant difference in the assessment of the implementers and the beneficiaries in the extent of compliance of the PLGU Kalinga on majority of the DILG guidelines under MC 2020-062 (General and Specific Guidelines) and MC 2020-077. However, there is no significant difference in the assessment of the implementers and the beneficiaries in the extent of compliance of the PLGU Kalinga in all the DILG guidelines under MC 2020-122.

The major problem or challenge encountered by the Provincial Local Government Unit is the lack of localized guideline in the implementation of Covid policies because no assessment in the local setting was made.

Three projects were included in the Multidimensional Revitalization Plan to enhance the

effectiveness of the Provincial LGU in its response to Covid 19. The plan includes the following proposals: Increasing Inclusivity in Public Access to Government Information about Covid 19, Enhanced Covid 19 Prevention Strategies, and the Implementation of the Sagip Saka Act in Kalinga.

V. Proposed Multidimensional Revitalization Plan to enhance the Provincial Local Government of Kalinga’s effective response to Covid 19:

Rationale:

The combined assessment of the implementers and beneficiaries of the DILG issuances relating to Covid 19 which was issued during the declaration of “enhanced community quarantine” on March to September 2020 reveals an overall rating of “full compliance” on the following Memorandum Circular: The General and Specific LGU Guideline on the Implementation of Enhanced Community Quarantine in Luzon and State of Public Health Emergency in other parts of the country, and The Establishment of a Local Government Unit Task Force Against Covid 19. However, a “partial compliance” rating was given on the compliance of Memorandum Circular mandating LGUs to give support to Agrarian Reform Beneficiaries’ Organizations (ARBOs) amidst the Covid 19 Pandemic. The major problem or challenge encountered by the Provincial Local Government Unit is the lack of localized guideline in the implementation of Covid policies because no assessment in the local setting was made. Thus three projects were included in the proposed Multidimensional Revitalization Plan to enhance the effectiveness of the Provincial LGU in its response to Covid 19. The plan includes the following proposals: Evaluating local knowledge and information about COVID -19, Increasing Inclusivity in Public Access to Government Information about Covid 19, Enhanced Covid 19 Prevention Strategies and the Enhanced Implementation of the Sagip Saka Act in Kalinga.

Objectives	Strategies/ Activities	Responsible Person	Time Frame	Expected Outcome
PROJECT DESIGN				
Evaluate local knowledge and information about COVID -19	Conduct survey and study to evaluate the knowledge and information of constituents about COVID -19	Office of the Provincial Governor, PIO, DILG, DOH, NCIP, Mayors, KSU, Barangay Captains,	January - June 2022	100% of barangays in Kalinga evaluated

		Constituents		
<i>Increasing Inclusivity in Public Access to Government Information about Covid 19</i>	<i>Effective communication to the public, to adequately promote health and safety measures avoid belated dissemination of Information, Education and Communication (IEC) materials that could help in preventing the transmission of virus</i>	<i>Office of the Provincial Governor, PIO, DILG, DOH, NCIP, Mayors, KSU, Barangay Captains, Constituents</i>	<i>Yearly</i>	<i>100% of communities informed, educated and empowered with knowledge and information the prevention of Covid 19 and other emerging diseases.</i>
<i>Enhanced Covid 19 Prevention Strategies</i>	<i>A well organized and streamlined approach to prevent Covid 19 and adopt to the new normal that is nationally implemented but LGU spearheaded and constituent centered.</i>	<i>Office of the Provincial Governor, DILG, DOH, NCIP, Mayors, KSU, Barangay Captains, Constituents</i>	<i>July to December 2022</i>	<i>100% of Provincial, Municipal and Barangay Health workers obtained knowledge in enhanced Covid 19 Prevention Strategies</i>
<i>Enhanced Implementation of the Sagip Saka Act in Kalinga</i>	<i>1. To strengthen the farmers and fisherfolks enterprise development program by establishing a comprehensive and holistic approach in the formulation, coordination and implementation of enterprise development initiatives.</i>	<i>Office of the Provincial Governor, DILG, DA, DAR, NCIP, DTI, Mayors, KSU, beneficiaries and Farmers</i>	<i>Yearly</i>	
PROJECT MANAGEMENT				
<i>Strengthen linkages with other government agencies, private sectors and other stakeholders that could assist in the evaluation and information dissemination of Covid 19 prevention strategies.</i>	<i>1. Engagement with private sector and creating partners and allies in the community to help in ushering the anti Covid 19 measures campaign. 2. Establishment of Volunteer Barangay Coordinators to act as ambassadors in the information dissemination at their level.</i>	<i>Provincial Information Office/DILG/DOH</i>	<i>Yearly</i>	<i>Strengthened linkages evaluation and information dissemination of Covid 19 prevention strategies.</i>
<i>Improve knowledge of Municipal Mayors, Barangay Captains, Barangay Coordinators and other implementers.</i>	<i>Conduct of workshop on information management with the Barangay Coordinators</i>	<i>PLGU, DILG DOH, Municipal Mayors, Barangay Captains, Barangay Coordinators and other implementers.</i>	<i>April-June 2022</i>	<i>Improve knowledge of Municipal Mayors, Barangay Captains, Barangay Coordinators and other implementers.</i>
<i>Implementation of information dissemination and campaign.</i>	<i>Conduct Information and dissemination campaign and distribution of IEC materials to constituents.</i>	<i>Mayors, Barangay Captains, Barangay Coordinators</i>	<i>Yearly</i>	<i>Implemented information dissemination and campaign.</i>
<i>Strengthened efforts of prevention and containment strategy</i>	<i>Localization of the Prevent-Detect-Isolate- Treat- Reintegrate response of the national government</i>	<i>Provincial Governor's office/PHO</i>	<i>July 2022</i>	<i>Strengthened efforts of prevention and containment strategy</i>

<i>approach of the government while gradually easing the restrictions.</i>		<i>Provincial Information Office</i>		<i>approach of the government while gradually easing the restrictions.</i>
	<i>Development of materials that will present a step by step guide and scenario based tool that is applicable to both cities and municipalities.</i>	<i>Provincial Governor's office/PHO Provincial Information Office</i>		
	<i>Conduct capacity building seminar to familiarize the MHOs BHERTs and other frontline health workers on the localized Prevent-Detect-Isolate-Treat- Reintegrate response</i>	<i>Provincial Governor's office/PHO Provincial Information Office</i>	<i>July-September 2022</i>	
<i>Intensify entrepreneurship culture among farmers and fisher folk.</i>	<i>Integration of the Farmers and Fisher folk Enterprise-Development Program to the PGUs Fisheries Modernization Plan, and the Micro, Small, and Medium Enterprises Development Plan.</i>	<i>Provincial Governor's office/DA, DAR, DTI, PARO, Mayors, MARO, Barangay Captains, Farmer's Organization, Local Businessman, State University</i>	<i>Yearly</i>	<i>Intensified entrepreneurship culture among farmers and fisher folk.</i>
	<i>Collaboration with different national agencies to secure technical support and assistance.</i>		<i>Yearly</i>	
	<i>Secure counterpart funding from partner agencies and local government units.</i>		<i>Yearly</i>	
	<i>Assist the farmer and fisher folks beneficiaries in the availment of projects and programs offered.</i>		<i>Yearly</i>	
PROJECT MONITORING AND EVALUATION				
<i>Properly enforce the strategies during program implementation</i>	<i>Monitoring by the LCEs</i>	<i>Office of the Provincial Governor, PIO, DILG, DOH, NCIP, Mayors, KSU, Barangay Captains</i>	<i>All throughout the implementation of the programs.</i>	<i>Properly enforced strategies during program implementation</i>
<i>Evaluate the impact of the programs</i>	<i>Conduct of Baseline and Assessment studies.</i>	<i>PLGU, SUC, DILG</i>	<i>Baselining at the beginning of the project and Impact Assessment after the implementation</i>	<i>Fully evaluated program.</i>

			ntation.	
END-USER SATISFACTION				
<i>Intensify monitoring of client satisfaction feedbacks to all stakeholders</i>	<i>Conduct monitoring of client satisfaction feedbacks</i>	<i>PLGU and DILG</i>	<i>Monthly</i>	<i>Client satisfaction feedback monitoring reports and analysis</i>

VI. CONCLUSION

Based on the findings of the study, the following conclusion were drawn:

The assessment of both the implementers and beneficiaries of the two Memorandum Circulars issued by DILG relating to Covid 19 implies that the Provincial Government of Kalinga as the implementer was able to comply at a rate that is acceptable to the beneficiaries. However, the assessment of both types of participants on the Support of LGUs to Agrarian Reform Beneficiaries' Organizations (ARBOs) amidst the Covid 19 Pandemic and Community Quarantine Period were not fully complied with or were not properly executed by the implementers.

VII. RECOMMENDATIONS

1. Evaluating local knowledge and information about COVID -19 is necessary. Added indispensable component is encouraging and recognizing dynamic collective decision making by the communities themselves, including all important stakeholders, such as barangay official and tribal leaders, city and provincial local government, and public health officials, and any other entities associated in controlling the spread of pandemic such as the Inter Agency Task Force.
2. The Provincial Local Government Unit of Kalinga may consider to adopt an effective communication channel with the public, in order to adequately promote health and safety measures avoid belated dissemination of Information, Education and Communication (IEC) materials that could help in preventing the transmission of virus. Strategic communications may also be undertaken to bolster the anti-Covid and other emerging infectious diseases campaign measures.
3. The Provincial Local Government Unit of Kalinga may adopt a localized strategy provided for in the proposed multidimensional revitalization plan that would enhance the prevention measures that are already in place in the national level.
4. The PLGU should enhance the implementation of SAGIP-SAKA ACT (Republic Act 1132) that allows all government entities to directly purchase agricultural products from local farmers and

fisherfolks enterprises to help mitigate the loss of income among food producers.

5. Linkages should be forged with the PLGU, DTI, SUCs, and other stakeholders to implement projects that would reach out to farmers, helping them procure farms inputs at a lower price and sell their produce at a higher price.

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State of Protection of Women against Violence in Tabuk City

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Received: 29 Nov 2022; Received in revised form: 15 Dec 2022; Accepted: 23 Dec 2022; Available online: 31 Dec 2022

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Abstract— Violence against women committed by their intimate partners is a phenomenon that exists anywhere. Laws were passed to ensure that women were protected from violence. Knowledge of authorities on the laws that protect women is therefore imperative. This study looked into the protection of women against violence in Tabuk City, specifically the modes of violence committed against women; the level of awareness of barangay officials, women-residents and victim-survivors on laws protecting women against violence; and the services mandated by law to be provided to victim-survivors of violence. This study used quantitative and qualitative research designs using a questionnaire and semi-structured interview guide as data-gathering tools. In attaining the objectives, the study involved the 13 barangay officials of the selected urban barangays, 356 women-residents, and 29 victim-survivors of violence in the City. The data gathered from victim-survivors revealed that physical and psychological violence is the most common mode of violence experienced by women in the urban barangays of Tabuk City. Barangay officials, victim-survivors, and women residents are aware of the laws relative to protecting women against violence and the services provided to victim-survivors. Services provided to victim-survivors by barangay officials generally are done not because of the law mandating its provision but because their culture tells them to do so. Further, the barangay officials' awareness of services to be provided to victims-survivors is connected with their comprehension of the law.

Keywords— Violence against women (VAW); victim-survivor; physical violence; psychological violence; intimate relationship, VAW desk

I. INTRODUCTION

United Nation (U.N.) Declaration on the Elimination of Violence against Women defined Violence against Women (VAW) as “any act of gender-based violence that results, or is likely to result in physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.” VAW includes physical abuse, sexual abuse, psychological violence, non-spousal violence, and sexual harassment and intimidation at work, in educational institutions, and elsewhere. As herein used, violence is defined as the use of physical force to cause injury or abuse.

Intimate partner violence is the most common form of VAW cases committed. A recent analysis of WHO with the London School of Hygiene and Tropical Medicine

and the Medical Research Council, based on existing data from over 80 countries, found that globally 35% of women have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence. Most of this violence is intimate partner violence. The term “intimate partner violence” describes physical violence, sexual violence, stalking, and psychological aggression (including coercive acts) by a current or former intimate partner (Bond, 2015). Worldwide, almost one-third (30%) of all women in a relationship have experienced physical and/or sexual violence by their intimate partner; this is much higher in some regions. Globally, 38% of all murders of women are committed by intimate partners. An intimate partner is a person with whom one has a close personal relationship that can be characterized by the following: emotional connectedness, regular contact, ongoing physical contact and/or sexual behavior, identity as a

couple, and familiarity and knowledge about each other's lives. The relationship need not involve all these dimensions. It includes current or former: spouses (married spouses, common-law spouses, civil union spouses, domestic partners), boyfriends/girlfriends, dating partners, and ongoing sexual partners. Intimate partners may or may not be cohabiting. Intimate partners can be opposite or same-sex ("Intimate Partner Violence," n.d.).

In addition, a press release by the U.N. Women (2014) states that two women are murdered, on average, each day in Guatemala. In India, 8,093 cases were dowry-related death reported in 2007; an unknown number of murders of women and young girls were falsely labeled 'suicides' or 'accidents.' In Australia, Canada, Israel, South Africa, and the United States, 40 to 70 percent of female murder victims were killed by their intimate partners. In the State of Chihuahua, Mexico, 66 percent of murders of women were committed by husbands, boyfriends, or other family members.

Further, *Violence Against Women* (2014) of the World Health Organization cited that among women aged 15-49: a) between 15% of women in Japan and 71% of women in Ethiopia reported physical and/or sexual violence by an intimate partner in their lifetime; b) between 0.3–11.5% of women reported experiencing sexual violence by someone other than a partner since the age of 15 years, and c) the first sexual experience for many women was reported as forced – 17% of women in rural Tanzania, 24% in rural Peru, and 30% in rural Bangladesh reported that their first sexual experience was forced."

The first letter of Paul the Apostle to Timothy (1 Timothy 2:11-12) speaks about the status of a woman being submissive to a man. Old Testament culture was overwhelmingly patriarchal. Many feminists claim violence against women results from a deeply entrenched patriarchal culture that encourages and rewards male domination. They say that in a patriarchal culture, men are likelier to use violence to maintain their dominant position. In the culture of masculinity, heroes are often predicated on some violent action. The traditional model of masculinity encourages men to exude an aura of daring and aggression. In contrast, Confucius teaches that husbands should respect their wives (Ariola, 2009).

In connection with patriarchal culture, violence against women is deemed to be closely linked with the unequal power relationship between women and men, otherwise known as "gender-based violence." Societal norms and traditions dictate people think men are the leaders, pursuers, and providers and take on dominant roles in society. At the same time, women are nurturers, men's companions, and supporters and take on subordinate

roles in society. This perception leads to men gaining more power over women. With power comes the need to control to retain that power, and VAW is a form of men's expression of controlling women to retain power ("What is VAW?", n.d.). According to Felson (2006), family violence is committed by a stronger family member who repeatedly injures a weaker counterpart. A violent husband or boyfriend might harm a woman enough for intimidation and control. Further, Ranjana Kumari cited in a *Press Release* (2014) by the U.N. Women, "Violence against women is institutionalized through family structures, wider social and economic frameworks, and cultural and religious traditions and is a widely accepted method of controlling women."

In the Philippines, violence against women (VAW) appears as one of the pervasive social problems. According to the 2008 National Demographic and Health Survey conducted by the National Statistics Office, one in five Filipino women age 15-49 has experienced physical violence since age 15. It is indeed alarming that despite efforts to address the concern, VAW persists.

National Demographic for Health and Safety ("Statistics on Violence," 2014) also said that emotional and other forms of non-personal violence are the most common types of spousal violence (23% of ever-married women). It further states that one in seven ever-married women experienced physical violence by their husbands, while eight percent experienced sexual violence by their husbands.

According to National Demographic for Health and Safety, 14.4 percent of married women have experienced physical abuse from their husbands; and more than one-third (37%) of separated or widowed women have experienced physical violence, implying that domestic violence could be the reason for separation or annulment.

In addition, four percent of women who have ever been pregnant have experienced physical violence during pregnancy. The incident increases slightly with age, decreases with educational level, and declines with wealth quintile ("Statistics on Violence," 2014).

Lack of concrete information to show the extent of VAW in the country as many cases of violence against women go unreported due to women victims' "culture of silence" posed a problem. Many victims are ashamed to relate their experiences. In contrast, others tend to dismiss their ordeal due to their lack of faith in the country's justice system caused by frustrations over the lack of results in filing complaints.

Discrimination against women is indeed rooted in the culture of society. This is one of the significant reasons

why violence against women is tough to lessen. Women who grew up in a society where women are stereotyped sometimes believe and adopt such practices to be expected.

Assaults on wives by their partners may have been declared illegal, but reports show that it still exists. It continues to be practiced not only by husbands but also by boyfriends or partners of women. No matter how slight the abuse or violence, it is still abuse or violence. This should not be condoned.

The information gathered from informal interviews and observation of the researcher with some community members reveals a much more number of VAW cases, surpassing the PNP's record. The absence of a VAWC Desk in some urban barangays, a specific officer assigned to handle VAW cases in a gender-sensitive manner as prescribed by law, the presence of unreported VAW cases, and why they are not reported drives the researcher to conduct this study.

Violence against women reported to the police reveals that from 1997 to 2013, VAW cases reached their highest 2013 with 23 865 reported cases (“Statistics on Violence,” 2014). At the provincial level, VAWC cases also peaked in 2013 with 26 filed cases, and 15 filed physical injury cases based on the data given by the Kalinga Provincial Prosecutors Office.

In the City of Tabuk, a pre-survey conducted by the researcher in some urban barangays reveals that there are VAW cases, which, compared to the number of reported cases provided by the Tabuk City Police Office, is higher. This is because the pre-survey was conducted only in some urban barangays out of the 42 barangays of Tabuk City. The pre-survey also revealed that most of the barangays do not have an established VAW Desk where women who experience physical, psychological, and sexual abuse can go to seek assistance and flee from the violence inflicted on them. This alarming information gathered motivated the researcher to conduct the study to verify the pre-survey result and barangay officials' capability to address VAW cases. Their capability will be determined through their awareness of the laws protecting women and of services to be provided to victim-survivors of violence.

Conceptual Framework

The philosophical underpinnings of this study are presented in the succeeding paragraphs. The presentation was divided into three: modes of violence against women, awareness of violence-related laws, and services provided to victim-survivors by the barangay officials, victim-survivors, and women residents in the urban barangays of Tabuk City.

Modes of Violence against Women

One of the theoretical foundations of violence against women is Personality Characteristics and Psychopathology. This theory claims that individuals who use violence against women may have some personality disorder or mental illness that gets in the way of otherwise normal inhibitions on using violence (Jasinski, 2001). This explanation of the existence of domestic violence supports the view of Liberal feminists. Liberal feminists point out that heterosexual marriage is a site of gender inequality and that women do not benefit from marriage as men do (Crossman, 2017). In Liberal Feminism, violence experienced by women shows the inequality between men and women in a romantic relationship.

In contrast, in the view of Personality Characteristics and Psychopathology, violence results from a personality disorder or mental illness. It is the existence of violence within a heterosexual marriage that shows women do not benefit from a romantic relationship. Therefore, this theory shows the necessity of protecting women from the effects of inequality in a romantic relationship. The inequality existing in a romantic relationship leads to violence, emphasizing power inequality. When violence becomes repetitive, the abuser becomes less remorseful. When abusers become less remorseful with each new violent incident, that violence tends to increase in severity over time. It posits that the battering becomes increasingly violent with each successive incident (Cycle of Violence).

Inequality in a relationship, as mentioned above, results in domestic violence. Domestic violence is a manifestation of unequal power relationships in two ways. Domestic violence exists largely because men and women do not have equal access to power in most societies. Second, domestic violence—violence to maintain power and control over another—is causally related to beliefs that women occupy a subordinate role in society. Batterers do not just learn domestic violence behaviors. Instead, they learn that these behaviors are acceptable and, to some extent, expected because they are men or their partners are women. Batterers learn that it is appropriate for a man to control his wife and enforce this control through violence. They learn this through observing others, from culture, from their family, colleagues, and peers. What they learn is reinforced when the community fails to sanction them for this behavior (“Causes and Theories,” n.d.). This is somewhat the same as how Social Control Theory views the existence of violence.

Social Control Theory explains that obedience to rules is due to fear of the consequence of breaking them (Ortiz, n.d.). Violence existed when

the community failed to control its perpetration by building a solid bond between the individual and the control agency. This emphasizes the role of the community (as an agency) in the protection of women from violence. Social Control Theory, originally known as the Social Bond Theory in 1969, suggests that people engage in criminal activity when their bond to society has weakened. In other words, when an individual has experienced a lack of social connections or social networks that would generally prohibit criminal activity, the possibility of an individual participating in criminal activity increases (Ortiz, n.d.). In like manner, when the man intends to go against the community's culture where he resides, he is more likely to be confident in inflicting violence on his partner.

Another theory that is somewhat similar to Social Control Theory is the Social Exchange Theory. This theory, developed by George Homans, proposes that social behavior results from an exchange process. The purpose of this exchange is to maximize benefits and minimize costs. According to this theory, people weigh social relationships' potential benefits and risks. People will terminate or abandon the relationship when the risks outweigh the rewards (Cherry, 2018).

Exchange Theory and Social Control Theory posit that violence and abuse are higher when the rewards exceed the costs (exchange theory). Due to the privacy of the family institution and the reluctance of others to intervene (control theory), it helps reduce the costs of violence. Cultural approval of the use of violence increases the rewards for violent behavior. This theory says that men hit women because they can. Gender theory says men and women view violence differently, and violence is one means of constructing masculinity.

Domestic abuse, also known as *spousal abuse*, occurs when one person in an intimate relationship or marriage tries to dominate and control the other person. Domestic abuse that includes physical violence is called *domestic violence*. Also, forced sex, even by a spouse or intimate partner with whom you have consensual sex, is an act of aggression and violence. Furthermore, people whose partners abuse them physically and sexually are at high risk of being seriously injured or killed. Abusive behavior is never acceptable, whether from a man, a woman, a teenager, or an older adult (Smith & Segal, 2015). Everybody, which includes women and their children, deserves to feel valued, respected, and safe. Women, who are most vulnerable to domestic violence, need protection.

The existence of violence needs to be prevented

or eliminated. One way to deter the repeat of violence is to have police officers arrest violators. However, some research has found that arrest intensifies violence. Other studies have revealed that only certain batterers are deterred by arrest. Nevertheless, many victim advocates insist that arrest is the most successful response for deterring repeat violence. As a result, mandatory arrest has emerged as the standard response to domestic violence in American society ("Cycle of Violence," n.d.).

Violence against women is defined in several ways. The Philippine definition of violence against women is contained in several laws. Under Sec. 4k, Chapter 11, Republic Act No. 9710 (2009) or the Magna Carta of Women (2009), Violence against Women refers to any acts of gender-based violence that results in or is likely to result in physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. It shall be understood to encompass, but not limited to, the following: 1) Physical, sexual, psychological, and economic violence in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation; 2) Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and prostitution; and 3) Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs.

As used in the above definition, gender-based violence refers to violence involving men and women. The female is usually the victim; it is derived from unequal power relationships between men and women. Violence is directed specifically against a woman because she is a woman or affects women disproportionately (UNFPA Gender Theme Group, 1998). Under the Magna Carta for Women, this term is used interchangeably with Violence against Women (Philippine Statistics Authority, 2010). Gender-based violence also includes acts of violence against women as defined in Republic Act 9262 (Anti-Violence against Women and Their Children's Act of 2004) and 9208 (Anti-Trafficking in Persons Act of 2003).

Republic Act 9262 defines Violence against Women and their Children as "any act or a series of acts committed by any person against a woman who is his wife, former wife, or against a woman with whom the person has or had a sexual or dating relationship, or with whom he has a common child, or against her child whether

legitimate or illegitimate, within or outside the family abode, which result in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery (unlawful beating), assault (unlawful attack or threat to attack another physically), coercion, harassment or arbitrary deprivation of liberty.” Thus, VAW, as defined by RA 9262, includes, but is not limited to, the following acts: physical violence, sexual violence, psychological violence, and economic violence (Republic Act 9262, 2004). Anti-Violence against Women and their Children Act (VAWCA) only protects women and their children and does not include men. It also protects women who are or were in lesbian relationships. The essential elements that must be present are a) any of the punishable acts under Section 5, and b) the woman is married to the offender or has a common child with him, or she has or had a sexual or dating relationship with the offender. Since sexual relations refer to a single act, even prostituted women or those who bore the child of their rapists can avail of the remedies under the law (Mamañgun, 2011).

Anti-VAWC Act did not use in its provisions the colloquial verb romance that implies a sexual act. It did not say that the offender must have romanced the offended woman. Instead, it used the noun romance to describe a couple's relationship, *i.e.*, a love affair (Ang v. Court of Appeals, G.R. No. 182835, 20 April 2010).

Awareness on Laws Relative to the Protection of Women from Violence

Numerous initiatives by different governments worldwide have been done to address the prevalence of violence against women. The U.S. Congress has passed two primary laws related to violence against women, the Violence Against Women Act (VAWA) and the Family Violence Prevention and Services Act. The VAWA was the first significant law to help government agencies and victim advocates work together to fight domestic violence, sexual assault, and other types of violence against women. It created new punishments for certain crimes and started programs to prevent violence and help victims (Swanson, 2014).

The FVPSA was the first federal law to address domestic violence. Since the law was enacted in 1984, it has focused primarily on providing shelter and services for survivors. It has increasingly supported children exposed to domestic violence and teen dating violence (Fernandes-Alcantara, 2017). In the Philippines, several legislative measures were adopted to protect all women's rights. Violence against women constitutes a violation of women's rights and fundamental freedoms and impairs their

enjoyment of these rights. These include Republic Act Nos. 9262, 9851, 8353, 8505, 9995, 7877, and 9745 (Guanzon, 2008).

Republic Act No. 9262 provides the security of the woman-complainant (victim-survivor of violence) and her children through the issuance of temporary or permanent orders of the barangay. It also identifies the duties of barangay officials, prosecutors, court personnel, social welfare and health care providers, and the Local Government Units to provide the necessary protection and support for VAWC victims. As provided under Section 4 of this Act, this law shall be liberally construed to promote the protection and safety of victims of violence against women and their children (Republic Act 9262 and IRR, 2004).

Protection of women under RA 9262 can be achieved by issuing a Protection Order. Specifically, this is an order issued under this act to prevent further acts of violence against women or their children. This is a remedy or relief available to victims of VAW/VAWC (Sec.8, RA 9262). The relief granted under a protection order serves the purpose of safeguarding the victim from further harm, minimizing any disruption in the victim's daily life, and facilitating the opportunity and ability of the victim to regain control of her life independently. Law enforcement agencies shall enforce the provisions of the protection order. A protection order can be either a Barangay Protection Order issued by the Barangay; Temporary and Permanent Protection Order, which can be issued by a judge (Mamañgun, 2011).

Barangay Protection Order, according to Section 4 of A.M. No. 04-10-11-S, refers to the protection order issued by the Punong Barangay, or in his absence, the Barangay Kagawad, ordering the perpetrator to desist from committing acts of violence against the family or household members, particularly women and their children under Sections 5a and 5b of R.A. No. 9262 (“Barangay Protection Order,” n.d.). This is a significant way of ensuring women's protection from violence. Another way of ensuring immediate assistance to victim-survivor within the barangay is the installation of a VAW Desk.

Joint Memorandum Circular No. 2010-2 and the Inter-Agency Council's guidelines on Violence against Women and their Children (IAC-VAWC) state that a VAW Desk shall be established in every barangay. The VAW Desk refers to a facility that would address VAW cases in a gender-responsive manner, managed by a person designated by the Punong Barangay. It is where the victim-survivor can immediately go to seek help (Philippine Commission on Women, 2012).

The government has created several laws to

protect women from violence, such as the Republic Act's 9851, 8353, 8505, 9995, 7877, and 9745.

Republic Act No. 9851 (Philippine Act on Crimes Against International Humanitarian Law, genocide, and Other Crimes Against Humanity of 2009) is an act defining and penalizing crimes against international humanitarian law, genocide, and other crimes against humanity, organizing jurisdiction, designating special courts, and for related purposes (RA 9851, 2009).

RA 8353 (Anti-Rape Law of 1997) reclassifies rape as a crime against a person, defining it as a public rather than a private crime. It recognizes marital rape and questions the notion of sexual obligation in marriage. It also notes that rape happens even without penile penetration and objects constituting sexual assault, which is also considered a form of rape. This law also increases the penalties against Rape (Republic Act 8353).

RA 8505 (Rape Victim Assistance and Protection Act of 1998) provides assistance and protection to rape victims, establishing for the purpose a rape crises center in every province and City, authorizing the appropriation of funds for the establishment and operation of the rape crisis center and legal management of rape cases (Republic Act 8505).

RA 9995 (Crime of Photo and Video Voyeurism Act of 2009) defines and penalizes photo and video voyeurism crime, prescribing penalties, therefore, and for other purposes (Republic Act No. 9995).

RA 7877 (Anti-Sexual Harassment Act of 1995) makes incidents involving unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of sexual nature made directly or indirectly in the employment, education, or training environment unlawful. Sexual harassment is about abusing power relations – using one's power to extract sexual favors ("Q & A: Sexual Harassment Cases", 2008).

RA 9745 (Anti-Torture Act of 2009) penalizes physical acts by persons in authority or their agents that cause "severe pain, exhaustion, disability or dysfunction" on detainees as well as mental or psychological acts "calculated to affect or confuse the mind or undermine a person's dignity and morale" (Laserna, 2009).

In addressing VAW cases within the barangay, the Philippine Commission on Women (PCW) provides referrals at the barangay level. Referral refers to the process by which a victim of VAW's immediate needs is assessed and helped to gain access to a comprehensive and supportive service provided by various agencies/organizations.

A referral system is a cooperative framework

through which government agencies carry out their obligations to protect and promote the human rights of victims-survivors of violence, coordinating their efforts in a strategic partnership with Non-Governmental Organizations (NGOs)/Faith-based Organizations (FBOs) and civil society as a whole. The primary purpose is to ensure the human rights of victims of violence are respected and to provide an effective way to refer these victims to support services to address their various needs (Philippine Commission on Women (PCW), 2010).

Reintegration refers to the process focused on reuniting the victim-survivor with her family and community or integration with a new family or/and community. It implies a package of measures towards restoring the victim-survivors rights, social status, and health, helping her regain self-respect, and interventions such as education, vocational training, and employment. Reintegration is the concluding stage of an integrated system of rendering protection and support to VAW survivors (PCW, 2010).

Reintegration is the stage when the victim-survivor is already herself. A victim-survivor is said to be ready when she has regained confidence or put the broken pieces of her heart into one. It is like living a new life with a "new" person. She is deemed "new" because she is whole again after being broken by the subjection of any kind of abuse (PCW, 2012).

The case manager is the social worker or focal person of the social service provider responsible for providing and monitoring service provision to a woman victim-survivor of violence. They ensure that services the victim-survivor needs are provided by the agency or other agencies in charge. They are in charge of case management.

A Referral network is a group of agencies/organizations working together within a cooperative framework and coordinating their efforts in a strategic partnership to protect and provide comprehensive services to victims-survivors of VAW and their families (PCW, 2010).

Another means of protection provided by law to V-S is the protection order. A protection order is a relief or remedy available to the victims of VAW/VAWC.

As defined by Section 8, RA 9262, a protection order is issued to prevent further acts of violence against a woman or her child and grant other necessary relief. The acts referred to in Section 8 are punishable under Section 5, RA 9262 (Guanzon, 2008). The relief granted under a protection order safeguards the victim from minimizing any disruption in the victim's daily life and facilitating the opportunity and ability of the victim to regain control over her life independently. Law enforcement agencies shall

enforce the provisions of the protection order.

Any relief provided under Section 8, RA 9262 shall be granted even in the absence of a decree of legal separation or annulment, or declaration of absolute nullity of marriage.

Petition for a protection order shall be in writing, signed, and verified by the petitioner: section 8, Part 1 of A.M. No. 04-10-11-SC enumerates who may file the petition.

Barangay officials and court personnel shall assist applicants in preparing the application. Law enforcement agents shall also extend assistance in applying for protection orders in cases brought to their attention (Section 20, Rule IV of the IRR of RA 9262).

A standard protection order application form, written in English with translation to the major languages, which is readily available, shall contain the following information: a) Names and addresses of the petitioner and the respondent; b) Description of relationships between the petitioner and respondent; c) Statement of the circumstances of abuse; d) Description of the reliefs requested by the petitioner; e) Request for counsel and reasons for such; f) Request for waiver of application fees until hearing; g) An attestation that there is no pending application for a protection order in another court (Mamañgun, 2011).

If the applicant is not the victim-survivor, the application must be accompanied by an affidavit of the applicant attesting to (a) the circumstances of the abuse suffered by the victim-survivor and (b) the circumstances of consent given by the victim-survivor for the filing of the application. When disclosure of the address of the victim-survivor/petitioner will pose a danger to her life, it shall be stated in the application. In such a case, the applicant shall attest that the victim-survivor/petitioner resides in the municipality or City over which the court has territorial jurisdiction and shall provide a mailing address for service processing purposes.

The ex parte determination on the application for a protection order shall have priority over all proceedings. Barangay officials and the courts shall schedule and conduct hearings on applications for a protection order above all other businesses and, if necessary, suspend other proceedings to hear applications for a protection order (Sec. 20, R.A. 9262).

The above-mentioned provision of RA 9262 implies a need to address the case immediately. This is to prevent further violence from being committed. Further, delayed processing of cases of violence filed or reported to their office might endanger the victim/s. The protection

order must be issued within 24 hours without any delay. This exempts those cases that the barangay officer personally assesses as not serious.

The venue for Protection Orders is the Family Court, where the woman resides. In the absence of such court in the place where the offense was committed, the case shall be filed in the Regional Trial Court where the crime or any of its elements was committed at the complainant's option (Guanzon, 2008).

The following statement must be printed in bold-faced type or capital letters on the protection order issued by the Punong Barangay or court: "VIOLATION OF THIS ORDER IS PUNISHABLE BY LAW" (Sec. 17, R.A. 9262).

Protection Order is of three types, Barangay, Temporary, and Permanent Protection Order. According to Sec. 14, RA 9262, this is issued by the Punong Barangay or when he or she is unavailable, by any Kagawad, ordering the perpetrator to desist from: a) causing physical harm to the woman or her child and b) threatening to cause the woman or her child physical harm. This is issued on the filing date after ex parte determination of the basis of the application. BPOs shall be effective for fifteen (15) days and is not extendible. It shall also be issued free of charge and is enforceable within the barangay that issues the BPO (Section 14d and f, Rule IV of the IRR of RA 9262).

The second type of Protection order is the Temporary Protection Order. As mentioned under Section 15, RA 9262, this is issued by the court on the application filing date. The victim can file a petition for Temporary and Permanent Protection Order. The court must issue a TPO on the same day the petition was filed after an ex parte determination, without notice to the respondent, that such an order should be issued ("Republic Act 9262", n.d.). The court shall order the immediate personal service of the TPO on the respondent by the court sheriff, who may obtain the assistance of law enforcement agents. The TPO shall include notice of the date of the hearing on the merits of a PPO issuance (Section 17, Rule IV of the IRR of RA 9262). Temporary Protection Order shall be effective for thirty (30) days and extend until a decision is rendered on whether the protection should be permanent.

The last type of Protection Order is the Permanent Protection Order. The court issues this after notice and hearing scheduled before or on the date of the TPO expiration. Non-appearance of the respondent, despite proper notice, or his/her lack of a lawyer, or the non-availability of his/her lawyer, shall not be a ground for rescheduling or postponing the hearing on the merits of the issuance of a PPO. All TPOs and PPOs shall be

enforceable anywhere in the Philippines. A violation thereof shall be punishable with a fine ranging from Five Thousand Pesos to Fifty Thousand Pesos and or imprisonment of six months (Section 22, Rule IV of the IRR of RA 9262). Violation of TPO or a PPO shall constitute contempt of court without prejudice to any other criminal or civil action that the offended party may file for any of the acts committed (Section 23, Rule IV of the IRR RA 9262).

The reliefs that may be granted under the TPO and PPO are provided under Section 18, Rule IV of the IRR of RA 9262.

II. METHODS

2.1. Study Design

This study made use of quantitative and qualitative approaches, specifically descriptive methods.

This study assessed the State of protection of women against violence in the urban barangays of Tabuk City. Hence, the respondents were victim-survivors of violence and barangay officials of the different urban barangays of Tabuk City. As used in this study, victim-survivor refers to those who have experienced violence and reported it to the proper authorities. Intimate partners refer to a man or a woman who has an intimate relationship with a woman during or before the study's conduct.

The conduct of this study was delimited to the 13 urban barangays of Tabuk. Tabuk City is the capital of Kalinga Province, Cordillera Administrative Region, Philippines. It is composed of 42 barangays. However, this study was delimited to the urban barangays.

Data on the level of awareness on the laws directly related to the protection of women against violence and the services mandated by law to be provided to victim-survivors of violence were taken from barangay officials, victim-survivors, and women-residents of the 13 urban barangays of Tabuk City.

Data for the level of awareness on the laws relative to the protection of women against violence and the services mandated by law to be provided to victim-survivors were gathered from the victim-survivors, women residents, and barangay officials.

Women residents who experienced violence provided their reasons for not reporting. In contrast, those who did not experience violence provided their perception of why those that experienced violence did not report it to the proper authorities.

In gathering the needed data relative to the protection of women against violence in Tabuk City, the

researcher asked from

A questionnaire for barangay officials was handed to them. The researcher waited while barangay officials in charge of the reception of violence against women cases were accomplishing it. The researcher answered questions or clarifications from Barangay Officials about the questionnaire's content. For instances where the barangay official preferred being interviewed, the researcher was the one who filled out the questionnaire based on the answers of the barangay official. The researcher also asked questions to clarify responses.

Domestic violence against women needs to prioritize women's safety and ensure that the research is conducted ethically and appropriately sensitively (WHO Department of Gender, Women, and Health, 2001). In this connection, the researcher was guided by the ethical and safety principles in dealing with victim-survivors of violence. For women experiencing violence, participating in a survey may provoke further violence or place the researcher at risk. At the same time, as the subject and beneficiary of the research, the woman needs to give full informed consent. Thus, the study was introduced for ethical and safety reasons to study women's health and life experiences. However, the victim-survivors and women residents as respondents were fully informed about the nature of the questions. The researcher first got the respondents' consent and, at the same time, raised the sensitivity of the research topic. Individual Consent Form in adherence to WHO ethical guidelines for the conduct of violence against women research, was used in getting the consent of women respondents.

During the interview, the researcher carefully introduced the first part of the interview guide that enquired about violence, forewarning the respondent about the nature of the questions and allowing her to either stop the interview or answer the questions. When the victim-survivor/women-resident gave them consent, she was informed that the interview might be conducted in another area where she was more comfortable. The interview was then conducted in the presence of a licensed psychologist. When the respondent becomes emotional, the psychologist intervenes to control the respondent's emotional outpour. In those cases, the interview was temporarily stopped and proceeded when the respondent was already emotionally stable. The Interview was terminated by thanking the respondent for her cooperation and assuring her that she could contact the researcher on the number given to them if she needed assistance. Before termination, however, the respondent was asked if she had any questions. When there was none, the interview was terminated.

Confidentiality of information collected from

survivors of violence is of fundamental importance. In this connection, an interview was conducted only in a private setting. The participant was informed that if she desires, reschedules or relocate the interview to a time or place that may be safer or more convenient.

2.4. Data Analysis

The data gathered was treated using descriptive and inferential statistical tools.

The percentage was used to describe the forms of violence against women in Tabuk gathered from the women respondents in the urban barangays of Tabuk. This was also used in describing the factors contributing to the non-reporting of violence against women.

The respondents' perception of the factors affecting the non-reporting of violence committed against women in Tabuk City was interpreted based on the ranks given by the different women residents of the respondent barangays.

A weighted mean was used in determining the respondents' level of awareness on the laws relative to women's protection and on the services mandated to be provided to victim-survivors of violence.

Further, data on the level of awareness of the respondents on the laws relative to the protection of women against violence and on the services provided to victim-survivors of violence were treated with the following limitations:

Limits Symbol Description

3.25-4.00	VMA	Very Much
	Aware (can easily	
	explain the law/service)	

2.50-3.24	MA	Much Aware
(knows but has		
difficulty in elaborating)		
1.75-2.49	A	Aware
(knows but cannot		
elaborate when asked)		
1.00-1.74	NA	Not Aware

In comparing the difference of the perceptions of the respondents on awareness on the services mandated by law to be provided to victim-survivors of violence and, the Analysis of Variance (ANOVA) was used.

Qualitative and quantitative data from women residents who experienced violence and victim-survivors were gathered in adherence with the ethical considerations provided by the World Health Organization.

III. RESULTS

3.1. Modes of Commission of Violence Against Women by their Intimate Partner/s in Tabuk City

The data presented was gathered from the 29 victim-survivors from the 13 urban barangays of Tabuk City. The violence was those experienced within the year 2015 only.

Physical Violence

Figure 1 presents the mode of physical violence experienced by the victim-survivors of the urban barangays of Tabuk City.

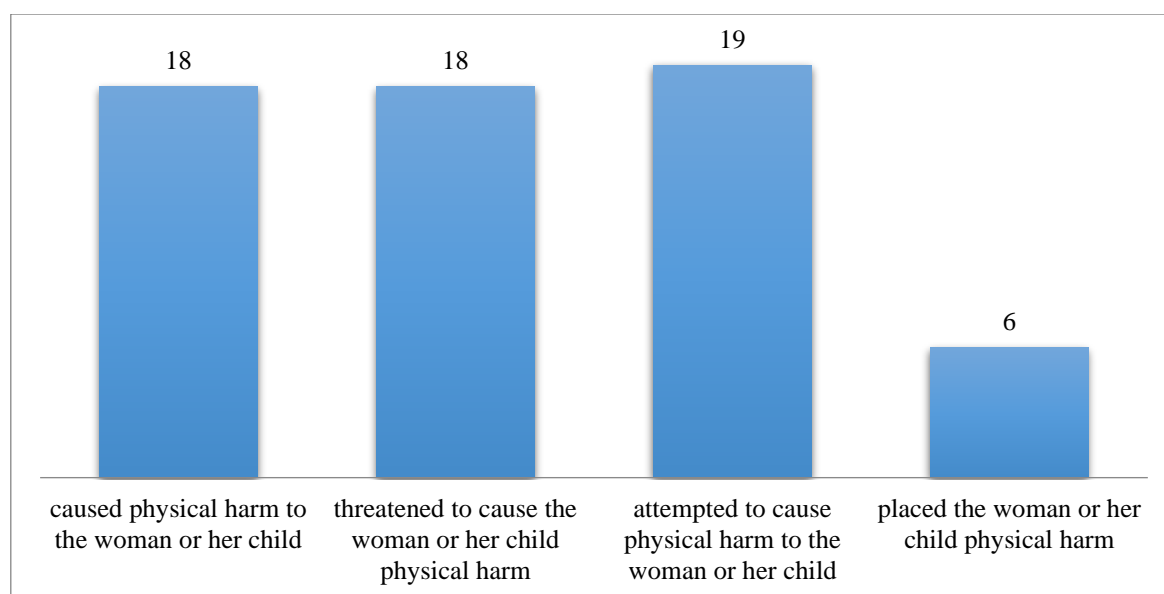


Fig.1. Physical Violence Experienced by Victim-Survivors

Sexual Violence

Figure 2 presents the mode of sexual violence experienced by the 29 selected victim-survivors of the 13 urban barangays of Tabuk City.

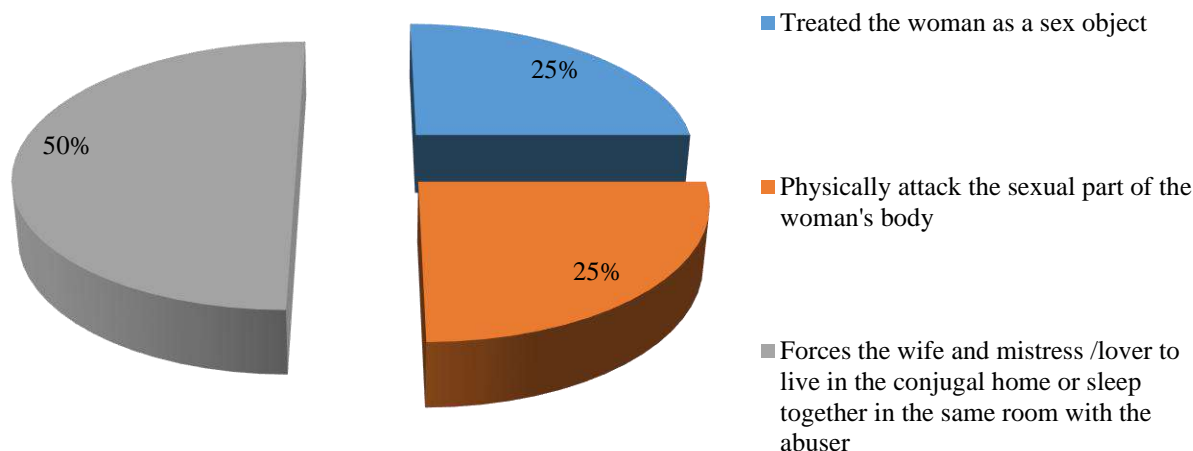


Fig.2. Sexual Violence Experienced by Victim-Survivors

Psychological Violence

Figure 3 presents the modes of psychological violence experienced by V-S of the urban barangays of Tabuk City.

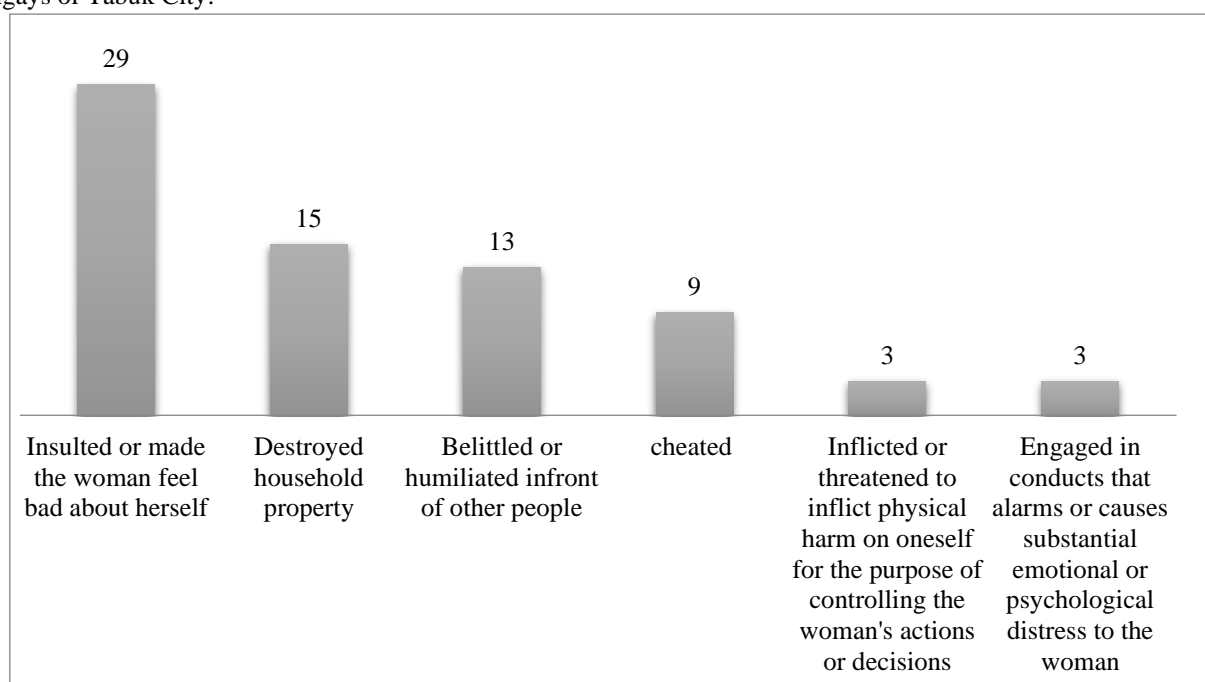


Fig.3. Psychological Violence Experienced by Victim-Survivors

Economic Violence

Figure 4 presents the mode of economic violence experienced by the victim-survivors of the urban barangays of Tabuk City.

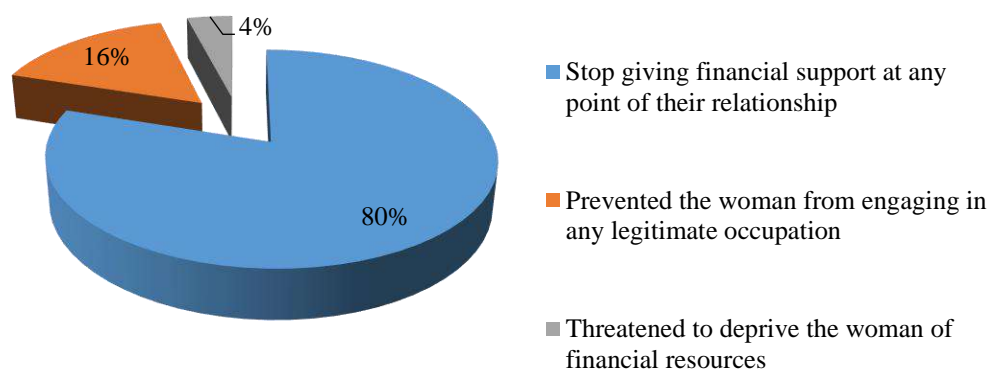


Fig.4. Economic Violence Experienced by Victim-Survivors

3.2. Level of Awareness of Women residents, V-S, and Barangay Officials on the Laws Directly Related to the Protection of Women against Violence

This part presents the study's findings on the level of awareness of the 13 barangay officials, 356 women residents, and 29 victim-survivors of violence on laws directly related to the protection of women.

Level of Awareness of Women-Residents

All the women-residents who participated in the study acknowledged being aware of the presence of the laws protecting women from violence. This means that they are aware of the existence of the law but cannot elaborate when asked. This implies that they know that the law exists but are not aware of the specific provisions of the law.

Women from barangays 8 and 9 are generally more aware than those in the other barangays on the existence of the different laws relative to the protection of women against violence which implies that the barangay officials in this barangay might be more familiar on the different laws.

The law that women-residents of the different urban barangays of Tabuk City are much aware which they can explain but with difficulty is Republic Act 9262 and RA 9745. Their awareness on this law was from news aired over televisions or radio. This explains their limited awareness of the law. When asked to provide provisions of the law, most of them said that this is the law that prohibits violence against women. The mode of violence they identified however are those that are physical and sexual in nature. This implies that the awareness of the women depends on those that are of importance to them.

Women-residents from the urban barangays of Tabuk City acknowledged being aware on RA 8353, RA 9995, and RA 7877. Their awareness is limited however on knowing that such law exists. This implies that the implementation of the law on these barangays might not

have been felt by the women-residents who responded to this study.

The laws to which women are not aware of are RA 9851 and RA 8505. These laws have been in place for quite some time. However, women who responded to this study said that they are not aware of the existence of such. All of the barangays practice Bodong even if some are of mixed tribes or culture. This implies that the limited knowledge on RA 8505 might be because rape can still be subjected to amicable settlement through Bodong. This is in addition to the fact that the law of Bodong, the Pagta, allows the settlement of such. As what Bonifacio (1994) found in his study that the only mode of settlement among natives is the amicable settlement. This, according to Gunday and Tiwang (1994), shows that the Kalingas have a government of their own organized by themselves to promote peace and orders. This is supported by Balbin (1990) saying that every tribal members covered by the Bodong is duty bound to line up to the traditions, customs and practices and regulations set by the BodongPagta.

The foregoing paragraph might be true to the barangay which is almost homogenous in terms of the tribal affiliation of most of the residents but it is another story in barangays with a mixture of tribes.

Furthermore, Republic Act 8505 mandates the establishment of rape crisis center in every city and province which shall be located in a government hospital or health clinic or in any other suitable place (Guanzon, 2008). This law authorizes the appropriation of funds for the establishment and operation of the rape crisis center and legal management of rape cases (Republic Act 8505).

Women-residents who participated in this study however, are not aware of any such center within the city or province. It is therefore plausible that unawareness of the existence of the center is related to their unawareness on the existence of the law.

The women-residents are also not aware of the existence of RA 9851. Republic Act No. 9851 (Philippine

Act on Crimes Against International Humanitarian Law, genocide, and Other Crimes Against Humanity of 2009) is an act defining and penalizing crimes against international humanitarian law, genocide and other crimes against humanity, organizing jurisdiction, designating special courts, and for related purposes (RA 9851, 2009). Most of the respondents asked what the law is to the researcher to which the researcher answered. When told about the title of the law, they said that they know it. They however cannot elaborate when asked what they know about the law. This implies that they might not have an idea on the contents of the law but knows that there is a law.

Women-residents from the 13 urban barangays of Tabuk City are generally aware on laws relative to the protection of women against violence. This means that they are aware of the laws' existence but are not familiar as to their provisions. Specifically, they are much aware of Republic Act No. 9262 and Republic Act No. 9745 which means that they can provide and is familiar with at least one provision of the law. The women-residents are also aware which means they know the existence of Republic Act No. 8353, Republic Act No. 9995, and Republic Act No. 7877. Lastly, they are not aware of Republic Act No. 9851 and Republic Act No. 8505.

Level of Awareness of Barangay officials

A majority (61%) of barangay officials of the urban barangays of Tabuk City have difficulty in elaborating the laws protecting women from violence. There were barangay officials who said that they are much aware of the laws. However, when asked to discuss or provide the law provisions, they were unable to give or discuss. Thus, their answer was changed into being aware only. This implies that the knowledge of barangay officials is limited. This further implies that the handling of VAW incidents by barangay officials may be affected. When there is limited awareness of the salient provisions of the law protecting women from violence, it may mean that the handling will be limited. The barangay official perceived it to be handled, which may further mean that the basis will be solely their common sense or culture. This means that disregarding the provision of the law in handling VAW incidents is possible.

Barangay officials from Barangays 1, 2, 7, 10, and 13 were very much aware of the laws relative to women's protection against violence. The one thing common in all these barangays is the fact that the population is of mixed culture, tribes, and origin. This implies that the Bodong is not usually resorted to when a VAW-related case is committed.

Most of the barangay officials are much aware of Republic Act 9262. This finding was verified when they

were asked to write or discuss what they know about the law. The majority of barangay officials provided and explained provisions specifically on the type of abuse prohibited to be committed. Their usual response was that this law is the law that prohibits violence to be inflicted against women and their children. When asked how they learned about the law, most of them said that it was through seminars. However, further questions revealed that only the two adopted barangays of the College of Criminal Justice Education of Kalinga State University to which the researcher is a member, underwent seminar on law, specifically Republic Act 9262. It is plausible that limited knowledge on other laws is somewhat attributed to the law's lack of information dissemination.

In relation to this, Republic Act 9262 defines Violence against Women (Republic Act 9262, 2004). It is a law that protects women and their children only and does not include men. It also protects women who are or were in lesbian relationships. One provision of the law is the establishment of VAW Desk.

Barangay officials were also asked what a protection order is and what is VAW Desk. Most of them, even those who have answered the box for much aware, were unable to discuss or answer. Being the nearest agency to V-S of violence, barangay officials must know their role, responsibilities or functions in addressing VAW incidents that may be reported to their office. It is only when they are aware of their function that services for victim-survivors are given.

Barangay officials are also much aware of RA 8353, RA 7877, and RA 9745. However, their awareness of RA 8353 is limited to rape being filed by anybody aside from the victim. This implies that the barangay officials are aware that rape is already a public crime but are not aware of additional acts that are considered rape.

Their knowledge on RA 7877 and RA 9745 is also, according to them was from seminars they have attended. Some, just like women-residents, were also from the radios and television shows or news. This implies that their knowledge of the said laws was from its application, whether in real situations or dramas.

All the other barangay officials from the eight remaining urban barangays acknowledged being aware of laws protecting women. Their awareness, however, is limited to the fact that there is a law protecting women against violence, nothing else. They can neither identify nor explain the provisions of those laws. This implies that the procedures in addressing VAW cases might not be clear or within their awareness. This means that there is a possibility that the handling of VAW cases in a gender-sensitive manner might not be followed. There is also a

possibility that the provisions of the laws protecting women against violence will not be implemented when confronted with VAW cases. When asked who conducts an interview with victim-survivors who are filing for complaints, one barangay official said that it is him, which should not be as interviewing V-S must be conducted by somebody of the same sex and trained to handle VAW cases in a gender-sensitive manner. When further asked where V-S's reception is, at least 3 of the barangay officials said that it is on the office where other people are present. In the same office, cedula and other transactions are done. This is evidence of the violation of the privacy of receiving VAW cases.

However, at least five barangay officials who checked the allotted box of "Aware" told the researcher that they do not know about RA 9851. The other three who have the same answer said that they know this law exists yet cannot elaborate or give any detail about the law. This implies that the barangay officials may not know the details of the RA 9851 because it is not usually implemented in their jurisdiction. This means that, like other human beings, the level of awareness of a certain thing is sometimes dependent on whether it applies to them.

Furthermore, data gathered in this study reveals it a contradiction to RA 8353. One barangay official said that rape is included in the Pagta (bylaws of Bodong) as a case subjected to an amicable settlement. This implies that his awareness of RA 8353 is limited since in their barangay, being homogenous, rape is settled. However, this practice is contrary to the law that says that rape shall be filed directly in court and shall not be settled under the barangay. This is the exact opposite of the barangay official's practice in barangay 4 where rape is one among those cases allowed to be settled by their customary laws as written on their Pagta.

Barangay officials in the urban barangays of Tabuk City are aware of laws relative to women's protection against violence. Being aware as used in this study, means that their awareness on the existence of the law is limited as they cannot elaborate or give any explanation about the laws relative to the protection of women. This means that barangays officials are just generally aware that there are laws that protect women from violence. They are, however, not aware of the salient provisions of such laws. This is attributed to the practice of Bodong in handling cases, including VAW incidents within the community. This means that VAW incidents that come to their attention might be limited to those involving immigrants of Tabuk City who are not subjects of Bodong. This implies that they have learned these laws as they were not confronted with cases where these will be applied.

However, the barangay official who said that rape is among other modes of violence committed against women clarified that although, they apply Bodong in settling these, the victim-survivor is not prohibited from filing a case against the abuser in the courts of law. He further said that although women are aware that they can file the case in court, they usually chose to be subjected to the restorative justice of Bodong. This explains the low rate of reported VAW incidents. He further said that "*kababain no rumuardagitangabanbanagketaddakam met*" (it is shameful if these kinds of things go out from us).

Level of Awareness of Victim-Survivors

Victim-survivors are much aware of Republic Act 9262 and RA 9745. Searching questions asked to determine what they know about the law reveals that their knowledge is focused on the type of violence committed against them and on the Barangay Protection Order (for those who have applied for a protection order). When asked how they came to know about this law, 18 answered that it was when they reported their experience to the barangay, 11 said it was through television or radio. However, their knowledge on Barangay Protection Order is limited to the fact that it can be issued for their protection in order that their partner cannot cause harm to them or their child. Ten of the V-S interviewed who mentioned that they have sought the Barangay Protection Order's protection were those who acknowledged having been subjected to physical violence by their intimate partners.

Generally, the different urban barangays are aware of laws aimed at protecting women from violence but have a hard time explaining or identifying provisions of the said laws. When asked to identify a provision of the law or expound what the law is all about, the women-residents just repeated the title of the law or what the answer of the researcher when asked about the law. This implies that although the laws are already in place, its implementation is not felt nor seen by the V-S in the urban barangays of Tabuk City, thus the level of their awareness.

Victim-survivors from barangays 7, 10, 11, and 12 are much aware of the laws relative to women's protection against violence. These barangays are composed mostly of immigrants except Barangay 12. This implies that the V-S level of awareness is somewhat affected by whether Bodong is resorted in any conflicts. The application of the laws as observed by the V-S might affect the level of their awareness. When they see the laws applied, the more aware they become. The barangays being acculturated may mean that VAW cases are addressed by the regular justice system instead of Bodong.

The level of awareness of the victim-survivors on the laws relative to the protection of women against violence is generally limited to being aware of the laws' existence.

Comparison of the Level of Awareness on Laws Directly Related to the Protection of Women

Table 2 presents the analyses of variance on the level of awareness on laws.

Table 2 Analyses of Variance on the Level of Awareness on Laws

	Sum of Squares	Df	Mean Square	F	Sig.
1. RA 9262: Anti-Violence against Women and their Children Act of 2004					
Between Groups	.471	2	.236	.369	.6
Within Groups	253.306	397	.638		
Total	253.778	399			
2. RA 9851: Philippine Act on Crimes Against International Humanitarian Law, Genocide, and Other Crimes Against Humanity of 2009					
Between Groups	11.989	2	5.995	13.274	.000
Within Groups	179.288	397	.452		
Total	191.278	399			
3. RA 8353: Anti-Rape Law of 1997					
Between Groups	11.890	2	5.945	9.321	.000
Within Groups	253.207	397	.638		
Total	265.098	399			
4. RA 8505: Rape Victim Assistance and Protection of 1998					
Between Groups	8.334	2	4.167	7.862	.000
Within Groups	210.426	397	.530		
Total	218.760	399			
5. RA 9995: Crime of Video and Photo Voyeurism Act of 2009					
Between Groups	.839	2	.420	.742	.000
Within Groups	22.538	397	.566		
Total	225.377	399			
6. RA 7877: Anti-Sexual Harassment Act of 1995					
Between Groups	2.084	2	1.042	1.566	.210
	Sum of Squares	Df	Mean Square	F	Sig.
Within Groups	264.214	397	.666		
Total	266.298	399			
7. RA 9745: Anti-Torture Act of 2009					
Between Groups	.040	2	.020	.046	.955
Within Groups	173.057	397	.436		
Total	173.097	399			

3.5. Level of Awareness of the Women-residents, V-S, and Barangay Officials on Services Mandated by Law to be Provided to Victim-Survivors of Violence

All women-residents of the different urban barangays of Tabuk City acknowledged being aware but cannot elaborate the different services mandated by law to be provided to women subjected to violence. It implies that their awareness is limited to knowing the existence of these services.

On the other hand, Barangay officials are very much aware of the services mandated by law to be provided to victim-survivors of violence specifically on the prompt issuance of protection order, psychosocial services, medical assistance, and medico-legal assistance. When asked to talk about these services, they readily answered that these are the things which are expected to be given to any victim even without a law demanding for its provision. This implies that their awareness of the services is not only because of the existence of a law that mandates for its provision but because it is their culture to help people who are in need.

Lastly, V-S are much aware that women subjected to violence should be received in a comfortable reception by the service-providers when reporting. This implies that when they had reported the violence committed against them, the reception was comfortable. Despite the absence of a separate room primarily for VAW victims, the V-S still had considered it to be comfortable. This implies that the comfort might not be the concern of the V-S when reporting.

Nine of the V-S interviewed acknowledged that their awareness of the provision of transportation allowance is grounded on the reason that it is a normal action towards person who is in need, not because the law mandates it.

Prompt issuance of Barangay Protection Order and Emergency Financial Assistance comes very close to the aforementioned service mandated by law which they are also much aware of. Their awareness however is different from the first as it based on their experience. This means that they came to know about this after experiencing violence and reporting the same to proper authorities which informed them about such. This further implies that not knowing whether there are existing services mandated to be provided to V-S of violence is not a factor affecting the decision of V-S to report the VAW incident. Their responses show that the type of violence inflicted against them plays a major role on the decision of reporting it. When the violence is still not physical in nature, the woman usually takes it as normal in a relationship.

The level of awareness of the barangay officials,

victim-survivors and women-residents from the 13 urban barangays of Tabuk City on the services provided to women subjected to violence is similar. They are all generally aware of the existence of the services but not because there is a law mandating its provision. Instead, it is because it is but natural for those services to be provided to somebody in need.

IV. DISCUSSION

The total number of physical violence is similar to the number of reported VAW cases in the City of Tabuk as per record of Tabuk City Police Office. This shows that the record does not actually reflect the actual prevalence of VAW in Tabuk City. This implies there are still victim-survivors who need protection yet are not given the proper attention as these do not come to the attention of appropriate

agencies in charge of addressing VAW victim-survivors.

The data on modes of violence committed against women gathered from the V-S in the urban barangays implies that violence is not dependent on the characteristics of the area where a couple lives but may also be affected by the homogeneity of the culture of their locality. This is shown by the settlement of VAW cases because of the intervention of elders within the community applying the Pagta (Law of Bodong). However, the barangay official who said that rape is among other modes of violence committed against women clarified that although they apply Bodong in settling these, the V-S is not prohibited from filing a case against the abuser in the courts of law.

The level of awareness of the barangay officials, women residents, and V-S may be considered factor attributing to the non-reporting of V-S incidents in the urban barangays of Tabuk City, especially when basing it with the comparison of reported and non-reported incidents.

The level of awareness of the barangay officials, V-S, and women-residents from the 13 urban barangays of Tabuk City are all generally aware of the services' existence but not because there is a law mandating its provision. Instead, it is because it is but natural for those services to be provided to somebody in need. Thus, the level of awareness on the services therefore, is not a factor that affects the reporting of violence. The result of this study shows that even without knowing that there are services mandated by law, the services are already being provided not only by barangay officials but also by relative, neighbors and friends of victims.

Any form of violence is never acceptable by a man

or a woman, child or adult. Everybody deserves to be free from any form of pain. This is especially true within the family. Comfort, love, and care should be the seeds that grew and nurtured within the home. Thus domestic violence should never be condoned.

Violence against women in Tabuk City is existing, but their culture of resolving conflicts is very much alive. Most women rely on this culture of resolving conflicts aside from the different laws protecting women from violence. Non-reporting of violence is somehow connected with the awareness of the laws and on the services to be provided to victim-survivors. However, this study shows no connection to such. The law and the services may be in place and known by barangay officials and women, but non-reporting of violence is still an issue. This study shows that every community's culture and practices play an important factor on how violence against women were addressed despite what the law says and on the protocol provided by law. This culture also dictates how victim-survivors are treated. Assisting people in need is observed not because it is dictated by law but because it is the right thing to do in such a situation.

The homogeneity of a community somewhat dictates how violence against women is addressed. The barangays with the heterogenic population in terms of culture apply the law when the ones involved are immigrants. However, this is not the case when the victim-survivor is a native or has Kalinga blood. When this is the case, their elders intervene and influence the victim-survivors decision to settle or file a case (where usually the settles on the first).

Lack of concrete information to show the extent of VAW in the country as many cases of violence against women go unreported due to women victims' "culture of silence" posed a problem. Many of the victims are ashamed to relate their experiences. In contrast, others tend to dismiss their ordeal due to their lack of faith in the country's justice system caused by frustrations over the lack of results in filing complaints.

Protection of women against violence is comfortable when talked about in the context of the existence of laws. There are already several laws protecting women from violence. These are already in place. The reporting or monitoring of violence, however, is still a problem. This is because women chose to settle, protect their family from being broken and forgive and remain within the abusive relationship. There are still women who chose to neglect or convinced themselves that violence is part of a relationship.

The most common mode of violence committed against women in the urban barangays of Tabuk City is

psychological violence, both acknowledged by victim-survivors and women-residents of the urban barangays of Tabuk City. This means that majority of reported and unreported VAW incidents are in the form of psychological. The frequency of unreported VAW incidents also shows that the reported figure does not represent the total incidents of VAW in Tabuk.

Barangay officials, victim-survivors, and women-residents are generally aware of laws relative to women's protection against violence. This means that they are all aware that laws protect women against violence but are unable to give and explain specific provisions of such. The three groups of respondents are also generally aware of the services provided to VAW victim-survivors. These services are practiced not only because of a law mandating but also because it is natural to extend help to persons in need. Therefore, the level of awareness of the three groups of respondents on the laws and services plays an insignificant role in the non-reporting of violence. Non-reporting of violence as perceived and acknowledged by women-residents who participated in this study revealed their hope, fear, shame, forgiveness, and perception that violence is expected in a relationship.

To address the issue of awareness of barangay officials, victim-survivors, and women-residents on the laws relative to women's protection against violence, a proposal was drafted. An enrichment activity was also drafted and implemented in the two barangays subjected to the study. These two barangays were those with the highest frequency of unreported VAW incidents. The barangay officials and women-residents were the targeted participants to enrich their awareness of the laws' salient features relative to the protection of women against violence. The protocol in handling VAW cases was included among the topics on the drafted enrichment action plan. This is to address the researcher's issue, which is the conduct of an interview to the victim-survivor even with the presence of people who are not concerned or involved in the case. This is also to ensure that all the rights afforded to victim-survivors will be respected by people who are involved in handling VAW incidents.

As a result of the study, there is a need to intensify the State of protection of women in the urban barangays of Tabuk City. This is based on the low level of awareness of the barangay officials, women-residents and victim-survivors on the laws relative to the protection of women and the services mandated to be provided by victim-survivors of violence. Barangay officials are responsible for handling VAW incidents since barangay is the nearest agency to the community. To effectively and efficiently ensure the protection of women from violence, there is a

need to equip the concerned officials with enough information regarding the laws and services given to victim-survivors. Women and victims of violence shall also be aware of law protecting them and the services that may be given to them to be more confident in reporting VAW incidents and more assured of their protection.

V. CONCLUSIONS

Based on the result of the study, the following conclusions were derived. Women understand violence as physical in nature, which affects whether to report to proper authorities. Also, women, including barangay officials, are familiar with the laws related to protecting women against violence but are not well-oriented with their salient features. The awareness of the victim-survivors and women-residents on the services availed from the service providers like the barangay depends on the women's orientation on the laws.

Compliance with Ethical Standards

Statement of Human Rights

All domestic violence against women needs to prioritize women's safety and ensure that the research is conducted in an ethical and appropriately sensitive manner (WHO Department of Gender, Women, and Health, 2001). In this connection, the researcher was guided by the ethical and safety principles in dealing with victim-survivors of violence. For women experiencing violence, the mere act of participating in a survey may provoke further violence or place the researcher at risk. At the same time, as the subject and beneficiary of the research, the woman needs to give full informed consent. Thus, for both ethical and safety reasons, the study was introduced to study women's health and life experiences. However, the victim-survivors and women-residents as respondents were fully informed about the nature of the questions. The researcher first got the respondents' consent and, at the same time, raised the sensitivity of the research topic. Individual Consent Form in adherence to WHO ethical guidelines for the conduct of violence against women research was used in getting the consent of women respondents. The Form was lifted from the WHO VAW Instrument.

During the interview, the researcher carefully introduced the first part of the interview guide that enquired about violence, forewarning the respondent about the nature of the questions and giving her the opportunity to either stop the interview or answer the questions. When the victim-survivor/women-resident gave the consent, she was informed that the interview might be conducted in another area where she was more comfortable. The interview was then conducted with the presence of the licensed

psychologist. In events that the respondent becomes emotional, the psychologist intervenes to control the respondent's emotional outpour. In those cases, the interview was temporarily stopped and proceeded when the respondent is already emotionally stable. The Interview was terminated by thanking the respondent for her cooperation and assuring her that if she needed assistance, she could contact the researcher on the number given to them. Before termination, however, the respondent was asked if she had any questions. When there was none, the interview was terminated.

Confidentiality of information collected from survivors of violence is of fundamental importance. In this connection, interview was conducted only in a private setting. The participant was informed that if she desires, rescheduling or relocation of the interview to a time or place that may be safer or more convenient.

To minimize any possible distress caused by the research to survivors, all questions about violence were asked in a supportive and non-judgmental manner. In addition, the researcher was accompanied by a registered psychologist during the conduct of the interview in order that the best response based on the woman's level of distress was given.

Statement on the Welfare of Animals

Ethical Approval: This article does not contain any studies with animals performed by the author.

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The Internal Efficiency of the College of Engineering and Information Technology

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Received: 25 Nov 2022; Received in revised form: 16 Dec 2022; Accepted: 22 Dec 2022; Available online: 31 Dec 2022
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Abstract— The study examined the College of Engineering and Information Technology's efficiency. Delivering better educational services within the limits of available resources is considered internal efficiency. It tried to assess the college's social, cultural, and economic subsystems. A survey was employed to gather data. The 150 respondents were college seniors. It received 35 responses from the ag and c & e departments. Forty-five replies came from civil engineering. Seventy-five (75) were from IT. These were chosen at random. Internally, the college's social, cultural, and economic subsystems were ranked and counted. The college's social subsystem is efficient. The teachers are far more capable. The communication flow is much better in college. The company is in a good mood. Each of the four functions is well stated. However, the ruling system is reasonable. CEIT's cultural component also works well. More detailed, achievable, and relevant to the school, community, and country's growth. They are found globally. The courses have been considerably enlarged, upgraded, and streamlined. Diverse instructional methodologies are employed. Co-curricular activities should be adequate, useful, and motivating. The same goes for teaching aids, reading materials, audio-visual equipment, and recorded video lectures. The college's economic structure is moderately efficient. The available resources are heavily exploited to create labs, libraries, and other facilities and train teachers.

Keywords— internal efficiency, quality service, students

I. INTRODUCTION

Education is a critical component of any economy. Education benefits include the development of human capital, which is significant for both the corporate and public sectors. Despite increased government investment in education, many pupils are disadvantaged due to dropouts, absenteeism, and repetition. This results in waste, which has an adverse effect on the internal efficiency of schooling (Mutegi, 2019). The efficiency of educational institutions is crucial in the justification of resource allocation and utilization in the context of educational institutions. However, the utilization of resources and students' movement through the educational system at various levels of education and programs are areas where some developing countries are experiencing efficiency problems (Okinyi et al., 2021).

Emerging cultures, new technological equipment, and technology reaffirm the importance of knowledge acquisition in daily life, notably in the economic realm and particularly in the developing world. The educational system is a not-for-profit enterprise. Given its enormous impact on economic efficiency, measuring it has become challenging. In general, it is considered that a country's social and economic development is contingent upon the level of education attained by its citizens and that investing in higher education is an investment in the country's economic prosperity. It was discovered that investment in education and scientific research benefits economic growth, regional competitiveness, and individual progress (Gundi et al., 2020).

Increased access to higher education helps countries construct globally competitive economies by fostering the development of new ideas and technologies

and the development of a highly educated, productive, and adaptable labor force. On the other hand, higher education must be efficient, which means that it must produce high outcomes with relatively low inputs for this to be successful. When assessing the efficiency of higher education, it is often necessary to consider the fact that educational production is a multi-product in nature. This has been done in previous research in the field of higher education in the past (Figurek et al., 2019).

Apart from that, there is considerable debate over how to improve the quality of education. While there is significant pressure to perform specific actions to gain outcomes, we truly understand your desire for educational quality. Also, where do you want to accompany it? The state is implementing policies in education that are more quality-oriented. Nevertheless, these policies are not implemented per budget due to significant resource shortfalls. To achieve social and economic development in the country, it is necessary to foster a quality culture within educational institutions and increase support for effective research to resolve issues affecting public and private organizations. It is vital to cultivate a management culture of excellence to accomplish social and economic progress (Milagros et al., 2020).

The internal efficiency of higher education is typically defined as the ratio of input to direct output within the higher education system or schools, or, more specifically, as the relationship between input and output within the higher education system or schools. For the most part, this efficiency allows schools and universities to more efficiently distribute their resources to students (Yu et al., 2020).

The HEI is a socio-cultural macrosystem with social, cultural, and economic subsystems. The social subsystem includes organizational structures that show how people and jobs are grouped. Organizational structures are usually illustrated through charts. Social interaction and communication flow through these structures. The cultural subsystem includes a combination of the vision, mission, goals, objectives, values, traditions, beliefs, ways of thinking, and behavior that differentiate the college from other colleges.

The economic subsystem includes financial and material resources that the college uses. For the college to operate efficiently and effectively, adequate and quality resources have to be. Teachers and students should maximize these.

The college's internal process is the sum of how the college does its work to pursue its objectives. This includes its internal organizational structure and logical arrangements, technology or methods, and various

interacting components such as teachers, students, books, equipment, quality standards, and evaluation methods. If the school produces quality graduates, it must have an efficient and effective internal subsystem with all the social, cultural, and economic subsystems functioning well.

Statement of the problem

Higher education institutions (HEIs) can significantly alter a country's economy. However, there is a paucity of scientific methodologies for measuring higher education institutions' internal efficiency to determine which HEIs are working optimally. Efficiency is a specific outcome that can be evaluated intuitively or explicitly through evaluative actions. As a result, the College of Engineering and Information Technology's internal efficiency will be analyzed in this study.

Additionally, the importance of efficiency in education has received increased attention from governments and multilateral organizations in recent years, which is promising. Numerous variables contribute to this increasing inefficiency of interest (Vaiciukevit, 2019). The government provides a sizable share of funding for public colleges. For the foreseeable future, they will almost certainly continue to be a significant source of government spending. As a result, it is critical to assess and monitor the effectiveness of these institutions of higher learning. Efficiency is commonly mentioned in national education planning documents, yet these documents rarely state explicitly whether efficiency is the ultimate goal or merely a means to an end (Abbott & Doucouliagos, 2009).

Objective of the study

Generally, the study investigated the internal efficacy of the College of Engineering and Information as to cultural, social, and economic subsystems. Specifically,

A. Social Subsystem

- Determined if there is a healthy atmosphere and observance of discipline.
- Identified if the college has a well-defined system of planning and organizing.
- Determined how adequate and competent the teachers are.
- Investigated if there is an effective flow of communication in the organization, such as staffing, directing, and controlling.

B. Cultural Subsystem

- Determined if the goals are clearly formulated, defined, attainable, relevant to KSU, community, and national development

goals, and widely and adequately disseminated.

- Studied if the curricula are comprehensive, enriched, updated, and properly implemented.
- Determined the teaching strategies to be innovative, flexible, evocative, and value-oriented.
- Identified if the co-curricular activities are adequate, functional, and encouraging.

C. Economic Subsystem

- It is determined if the financial resources are sufficient and wisely used.
- Determined if there is wise management of available resources such as laboratories, libraries, buildings, and training.
- Check to see if the facilities are adequate and have smooth financial transactions.
- Determined if the resources are maximized.

The significance of the study

The findings may justify the exploration of other output streams to increase the value-added by each HEI to the local economy, cultural and social subsystems. For instance, such outputs could result from expanded access to specialized programs, research incentives, job development, and labor income. Each HEI may wish to consider expanding its programmatic and enrollment goals to boost its effect on economic, cultural, and social subsystems. Accurate comparison data should be used as a set of guidelines/suggestions and should avoid becoming excessively strict and prescriptive. Efforts must be made to closely monitor the outcomes of efforts to improve the efficiency of educational systems that are regarded as falling short of expectations.

Furthermore, the findings from this research will aid future efforts to improve educational efficiency. It can significantly eliminate the ambivalence that has historically characterized educators' reactions to the efficiency idea and its application to different degree programs. It may assist other researchers in researching the elements impacting the internal efficiency of school systems, and it may inspire parents of kids to become knowledgeable about the issues affecting school internal efficiency.

II. REVIEW OF RELATED LITERATURE

According to Kupriyanova et al. (2018), efficiency has several interpretations, views, and

engagement levels. Higher education's unique character involves balancing efficiency, effectiveness, and value. For universities, efficiency is a way to achieve their aims rather than a response to diminished public funding. Having said that, effective plans necessitate skilled individuals and advanced technology. Institutions can improve process efficiency with long-term public investment and autonomy. The reinvention of efficiency necessitates continual dialogue with internal and external stakeholders (e.g., employing peer learning and benchmarking). Clear communication is essential to manage expectations about various efficiency agendas. Institutions and politicians should be aware of the limitations of efficiency metrics' replicability, transferability, and measurement. Efficiency measures are often "one-off" operations that quickly deplete their saving or optimization potential.

In general, it appears that the size of an institution affects its efficiency: the more students or faculty, the more efficient it is. This variable can be a rough proxy for university interdisciplinarity. The importance of faculty composition must also be considered while evaluating efficiency. This finding has significant policy implications and can help managers of particular HEIs enhance their performance (Wolszczak-Derlacz & Parteka, 2011).

Furthermore, college affordability and institutional accountability are critical challenges in higher education for various stakeholders, including students, teachers, administrators, and lawmakers. College affordability is determined by the cost of providing higher education, whereas accountability is determined by the institution's efficiency and effectiveness in terms of teaching, research, and service outputs. Allocative efficiency is attained when a corporation adjusts its input mix in such a way that the least expensive inputs are employed to generate the same amount of output. Allocative efficiency does not always indicate that the input mix is optimal. Technical efficiency is accomplished when a business or institution, such as a college or university, maximizes its outputs by utilizing its combination of inputs (e.g., faculty, staff, capital equipment) and outputs (e.g., degrees, research, service). Economic efficiency exists when a corporation or organization is both allocatively and technically efficient (Titus & Eagan, 2016).

According to Wakoli et al. (2019), efforts must be implemented to improve school infrastructure, facilities, and resources and thus increase internal efficiency. This is because proper facilities enable more meaningful learning and teaching. For greater internal efficiency, physical facilities such as classrooms, laboratories, libraries,

workshops, and furniture and fittings are necessary. Resources are crucial to the running of technical education institutes. It is possible that learning will not occur due to a lack of resources.

III. METHODOLOGY

The location of the research

The study was conducted at the College of Engineering and Information Technology, Bulanao campus.

Research Design

The study used a descriptive survey design in which no variables were modified or controlled but were examined instead. The analysis was conducted using the individuals' responses to the indicators investigated. Descriptive survey research designs are used in early and exploratory investigations to collect data, summarize, present, and evaluate them for the purpose of clarification. (Ileuma, 2017; Obinga et al., 2017).

Respondents of the study

The respondents of the study were graduating students from the College of Engineering and Information Technology. Seventy-five fourth-year students from information technology were selected randomly, forty from the major in Civil Engineering and thirty-five from Computer Engineering and Agricultural Engineering. They were likewise selected at random, composed of the 150 respondents to the study.

Instrumentation

A five-point questionnaire was the primary tool employed in gathering the needed information.

The items in the questionnaire were rated by respondents using a 5-point Likert scale with the following descriptive values:

Arbitrary Value	Limit	Description
5	4.21-5.00	Very much
4	3.41-4.20	Much
3	2.61-3.40	Moderate
2	1.81-2.60	Less
1	1.00-1.80	Not at all.

Data Gathering

The researchers then used Google Form to distribute questionnaires with brief introductions to the study. Additionally, the researchers verified that responders were informed that confidentiality would be

maintained. The researchers allowed respondents sufficient time to respond to all items in the questionnaire and monitored submissions frequently. Finally, the researchers retrieved the responses immediately upon completion. Along with delivering surveys, the researcher employed an observation list to observe the physical and material facilities available at the university. According to Mugenda (2003), a greater than 50% response rate on questionnaires is deemed acceptable.

Data Analysis

Data were analyzed using descriptive analysis techniques such as frequency count, percentages, and weighted mean (Charles, 2018; & Gbolahan, 2017).

IV. RESULTS AND DISCUSSION

SOCIAL SUBSYSTEM

The social subsystem of the College of Engineering and Information is much more efficient, as shown by the total obtained mean of 3.41

There are six indicators for the social subsystem: teachers, organizational climate, communication flow, organizing, staffing, and controlling. Of these indicators, communication got the highest mean with 3.52, which is interpreted as very efficient. The students claimed that they were provided with adequate and correct information with a mean of 3.71 and that they knew the plan of activities in the department with a mean of 3.33, which are both interpreted as very efficient. Whenever there is information to be disseminated, the dean calls for a faculty meeting in the department, and the teachers, in turn, disseminate the information to the students. The information is given in classrooms during class hours and during off-class hours, such as in the students' organizations by their advisers and during informal talks with their teachers.

The second highest means of 3.48 each were obtained for the teachers, organizational climate, and staffing indicators. The respondents said the dean and teachers provided them with correct information, with a mean of 3.62. This jibes with what they claimed earlier about efficient communication. The teachers are prepared when they enter classrooms with a mean of 3.59. The teachers in the department are reasonably sufficient in number, as evidenced by a mean of 3.53. The teachers are prompt in entering their classes, and they dismiss the classes on time with a mean of 3.47. The teachers are aware that a checker is monitoring the late entrance to class and the early dismissal of classes.

The respondents also claimed that their classrooms were extremely crowded, as evidenced by an

obtained mean of 3.34. This is because many of their classes have more than 55 students.

As to organizational climate, the students said their teachers respect them with a mean of 3.85, interpreted as much as the admission policies are challenging to attract them to the department with a mean of 3.81. They are provided with activities that encourage unity with a mean of 3.67, followed by the policy on admission that is open to all alike with a mean of 3.59. Students feel there is no discrimination with this response when they enroll at the CEIT. The students likewise said they have high regard for their teachers, with a mean of 3.53. They said that their teachers manifest desirable values and teach them in their learning with a mean of 3.52. The students feel that there is a friendly atmosphere among the teachers with their response of 3: 46. The teachers who profess dignity both in and outside classrooms got a mean of 3.44, which is interpreted as much. The students feel at ease with their dean and teachers, as shown by a mean score of 3 out of 41. "Students' potentials are not recognized," with a descriptive rating of 3.39, "the dean gives more time in attending students' needs," with a rating of 3.38, "there are enough designated officials for the department," with a rating of 3.35, "the dean and teachers are consistent in the implementation of rules and policies," with a rating of 3.22, and "I have my own copy of the student handbook," with a rating of 3.07.

On staffing, the students experienced that their teachers were being observed by their dean, and they were asked to evaluate their teachers every semester with a mean of 3.67 each. This is followed by hiring competent part-time teachers with a mean of 3.21 and the hiring of quality teachers with a mean of 3.15. Both fall within the descriptive rating of moderate.

With a mean of 3: 45, the students responded that activities are scheduled at a convenient time. Activities in the department are planned at a time when students are expected to be present, and the schedule varies from time to time so as not to disrupt classes.

The sub-indicator on controlling got the lowest mean of 3.07, described as moderate. While the students said that their suggestions are given much recognition, with a mean of 3.41, they also responded with a moderate rating, as "disciplinary measures are being explained to us" with a mean of 3.29, "our school provides proper hearing of school problems" with 3.13, "sanctions on students' misconduct are given without bias" with 3.21, and "suggestion boxes are found in school" with 2.29.

CULTURAL SUBSYSTEM

The internal efficiency of CEIT along the cultural subsystem is described as much as evidenced by the total mean of 343. Of the five indicators, the highest mean was obtained along with goals, with a mean of 3.60. The students claim they are very aware of the school's mission, goals, and objectives, with a mean of 3.73. With the plan of the department to submit itself for accreditation, the students have been lectured on the vision, mission, goals, and objectives of the school. The vision, mission, and goals are much simpler and attainable, as reflected by a mean of 3.58, and the teachers and dean make the students aware of the goals and objectives as shown by a mean of 3.53. The goals and objectives are made known to students with a mean of 3.53. At least with 3.51, the goals and objectives are discussed in clear, simple terms.

The second in rank is the sub-indicator on curriculum content, with a mean of 3.54, followed by teaching strategies with a mean of 3.45. Both are described as much. The students claim that the course subjects are sufficient enough to provide their needed knowledge, values, and skills, with a mean of 3.64. The courses offered are the needs of society, with a mean grade of 3.62. Through the course offerings, the interests and abilities of students are developed, as shown by the mean of 3.55. Students' learning makes them better in daily life with a mean of 3.48. The least of 3.31, which is described as moderate, is "I see that changes are being made to improve the curricula." The students do not usually sit down during curriculum enrichment exercises; hence, their perception of this subsystem is moderate.

With a mean of 3.45, the third indicator is associated with teaching strategies, which are interpreted as effective. Three sub-indicators were obtained and described as much in this indicator. Teachers give critical, analytical, and logical questions with a mean of 3.59, and students are encouraged to use their acquired skills to improve the quality of their lives and those of others with the same mean of 3.39. This is followed by the presence of the school organ, with a mean of 3.53. The lowest is along "the teachers take into consideration that students have different capabilities, with a mean of 3.31, which means moderate description.

The sub-indicator on instructional resources scored a mean of 3.33 and was described as moderate.

The students recognize that buying books and reading materials is much easier, with a mean of 3.59. The teachers make use of audio-visual materials and facilities much more than the mean of 3.56. The other sub-indicators all obtained moderate descriptions. Our school has basic audio-visual materials with a mean of 3.33, the school provides adequate athletic materials with a mean of 3.20,

and laboratory materials are complete with a mean of 2.84. Both fall under the description of "moderate."

The next indicator is co-curricular activities, which has a mean of 3.26, or moderately effective. The students claim the school offers a functional guidance office with a mean of 3.8. The school program encourages students to practice their political rights and responsibilities in the community with 3.62. The guidance counselor keeps in contact with the students with a mean grade of 3.41. The school canteen provided nutritious foods with the same description of 3.41 as well.

The indicators with a moderate description are a long list of jobs that are posted on the bulletin boards for the graduates with a mean of 2.67 and the presence of a school bookstore with a fair price with a mean of 2.36.

ECONOMIC SUBSYSTEM

The respondents perceived the economic subsystem of the CEIT as moderately efficient, as evidenced by the obtained mean of 3.40. Of the three sub-indicators, the utilization of resources obtained the highest with a mean of 3.76, which is interpreted as much more efficient. The students said they make it a point to use and maximize whatever resources are available in the school. The allocation of funds obtained the second-highest mean, with 3.49 described as much more efficient. With a mean of 3.78, the students claimed the school uses discovered for its intended purposes. They see that the school gives funds for the training of teachers with a mean of 3.57. They claim the school gives attention to expanding buildings with 3.56 as the mean. The school is moderate in buying laboratory materials, as reflected by a mean of 3.03.

Acquisition of funds comes next with a mean of 3.41. The students observe that there is a spacious and organized accounting office where they pay their fees with a mean of 3.43. The school has a computerized program at the finance and registrar's offices that makes payment of fees systematic and efficient. The collection of student fees runs smoothly. The students observe the transaction of business at the finance office. Whenever they go for assessment and payment of fees, the students just fall in line and wait for their names to be called. In a short time, the information they need comes out of the computer units as the clerks enter the data.

The sub-indicator with the least obtained mean is on the use of funds, with a mean of 2.92, or moderately efficient. Students are unaware of how funds are spent at the college. They are only interested in the student development fund and the tuition fees collected from them.

They have little knowledge of the larger funds provided by the national government, which explains their cautious attitude toward the use of funds.

a total average weighted mean of 3.41, which falls within the much more efficient description. It is safe to conclude that the internal efficiency of the College of Engineering and Information Technology is described as highly efficient.

It also shows that of the three subsystems of CEIT understudy, the cultural indicator ranked first with a mean of 3.43, which is interpreted as much more efficient. The social subsystem ranked second with a mean of 3.41, or much more efficient, while the third in rank is the economic subsystem, with a 3.40 interpreted as moderately efficient.

For the social subsystem, communication is ranked first, followed by teachers, organizational climate, and staffing as the second. The next in rank is organizing and then controlling, the least in rank. The efficiency of the social subsystem of a school is determined by the adequacy and competence of the teachers, the effectiveness of the communication flow; the health of the organizational climate; and a well-defined system of planning, organizing, staffing, directing, and controlling. It is concluded that the CEIT teachers are far more adequate and competent. The flow of communication in the department is very effective. Planning, staffing, and organizing are well defined. However, control is only moderately defined.

The cultural efficiency of a school is determined by a clear formulation of goals that are attainable, relevant, and widely disseminated to all concerned; comprehensive, enriched, and properly implemented curricula; innovative and value-oriented teaching strategies; and adequate and available reading materials—instructional resources and audio-visual aids; and adequacy of encouraging and functional co-curricular activities. For the cultural subsystem of the CEIT, findings showed that goals ranked first, followed by curricular content as second; teaching strategies as third; instructional resources as fourth; and co-curricular activities as fifth.

It is concluded that the cultural subsystem of CEIT is much more efficient. The goals of the school are clearly defined, attainable, and widely disseminated. The curricular content is very comprehensive and adequately implemented. The teaching strategies are very innovative, evocative, and value-oriented. However, instructional resources, reading materials, and audio-visual aids are moderately adequate and available. The same is true with co-curricular activities, which are moderately adequate, functional, and encouraging.

The economic efficiency of a school is determined by the adequacy and wise use of financial resources; the wise usefulness and allocation of available resources such as for laboratory, library, buildings, and training of personnel; the adequacy of facilities and smooth financial transactions; and the maximized use of resources. In the CEIT, utilization of funds ranked first, followed by allocation of funds. The third in rank is adequate financial facilities and smooth financial transactions, and the fourth in rank is the use of funds.

V. CONCLUSION

On the basis of the findings, it can be inferred that the CEIT's internal efficiency is quite efficient. Efficiency is high in the social and cultural subsystems but moderate in the economic subsystem. Additionally, resource consumption is maximized. There is a far more prudent allocation of available resources, more suitable financial facilities, and more seamless financial activities. There are appropriate financial facilities and a well-functioning financial system. However, the expenditure of funds is prudent. Furthermore, the dean and faculty should study policies and regulations and then increase their cooperation to ensure that they are consistently distributed. The office of student affairs and student advisers should collaborate with deans to organize more meaningful co-curricular events in which students can participate. Creating and implementing avenues for discussing student problems and needs is necessary.

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Awareness of Data Security of Facebook users in the Philippines

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Received: 27 Nov 2022; Received in revised form: 19 Dec 2022; Accepted: 25 Dec 2022; Available online: 31 Dec 2022

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Abstract— Awareness of Data Security of Facebook Users in the Philippines Identifying the level of awareness and does gender affect the level of awareness. The researchers conducted online surveys to facilitate the consolidation easily and have a faster tracking of the number of respondents. This research is based on another research from Harvard stating that Filipinos are the least in the ranking and need to be made aware of Data Security and its importance. It is a reality check if Filipinos need to be made aware; the respondents come from first-year University of Cordilleras students, specifically from the College of Information and Computer Science. We have chosen the first-year students knowing that teens nowadays use Facebook not only to socialize with others but also in terms of school and family matters. The following chapters include a brief overview of social networking and social media history. They focus primarily on the Facebook website and one of the main problems: its data and privacy security settings and policies. After setting the stage with this overview, various research related to privacy and data security awareness of various countries will be summarized and compared with the survey results conducted in this research. This study mainly focused on understanding how far Facebook users in the Philippines understand Facebook's privacy and data security. Surveys conducted in this research also look to determine to what extent Filipino Facebook users edit and configure their privacy settings online. Aside from these findings, there is also a comparison between Male and Female Facebook users to determine whether there is any significant difference in the survey results.

Keywords— Facebook Users, Data Security, Students

I. INTRODUCTION

The emergence of the Internet and Social Media, like Facebook, Instagram, Twitter, and YouTube, have changed how we communicate. Social media gave us an accessible, fast, and immediate communication medium. It gave access to anyone and anything, and we could actively engage on any issues and in any area immediately and constantly.

With 1 billion users actively using it daily [1], Facebook is the number one social media site today. When Facebook emerged in 2004, it rapidly gained acceptance in the Philippines. One factor in the acceptance of Facebook by Filipinos could be due to the 1.06 million Filipinos working in other countries that year. As of May 2014, the number has grown to 2.3 million.[3] Facebook gave Filipinos a fast and visual communication medium with loved ones abroad. Now the Philippines is the most

engaged country in the use of Social Media and the 5th largest Facebook users around the world.[2]

In the study by Genevieve Molina, a Filipino-American graduate school student from Harvard University, entitled The Unintelligent Facebook Users.[6] shows the number of Filipino Facebook User Data. The Philippines has 37,020,80 (37%) Internet users out of its 100,600,000 people, and 36,980,250 are Facebook Users. Of the 36,980,250 Facebook users, 21,785,985 (59%) log in daily. There are also new Filipino Facebook users every 5 minutes, which translates to 300 new users per hour or 7200 new users per day. While Female Filipino Facebook users out- numbered males by 4% only. Figure 1 shows that the number one social media that Filipino uses is Facebook, based on the statistics gathered by the National TeleHealth Center of the Philippines.[4]

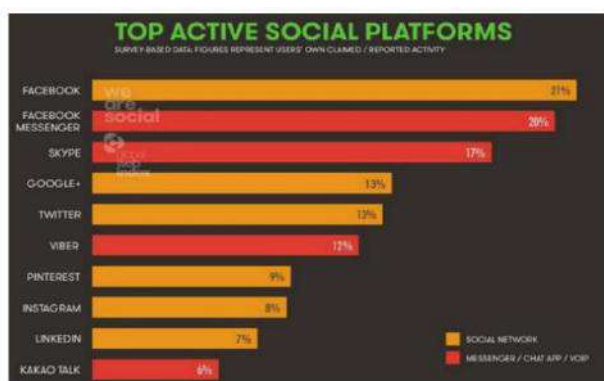


Fig.1: Top Active Social Platforms used by Filipino

Facebook is clearly in every aspect of Filipinos' lives. They use it for contacting families and friends, and they use it for school in sharing notes and presentations. Filipinos also use it for advertising products, taking surveys, etc. The possibilities are endless when it comes to using Facebook. Filipinos are also fond of sharing everything and anything about themselves on Facebook. They take photos of themselves, now called "selfies," and share them 24 by 7. They also post the food they will or have eaten, the cars they are driving, and the travels they will and have taken on Facebook. Facebook has become an online personal diary for most Filipinos.

STATEMENT OF THE PROBLEM

Filipinos are always online, and the majority use Facebook most of the time. They do not control the kind and the amount of information they post and share. One user named Jay (not his real name) posted pictures of every nook and cranny of their brand-new house. He posted again about how their house was broken into and burglarized. He also mentioned what was taken from their house. Another person posted pictures and comments about her father and a policeman shooting their neighbor's dog, and Netizens lambasted her. One of my students downloaded all his female classmates' pictures from Facebook without permission and used them in a school project. One nursing student in Taguig City was sent to jail because she shared a photo of a victim of an accident that went viral.[5]

According to the study of Genevieve Molina in Harvard, entitled "The Unintelligent Facebook Users," Filipinos are among the most unintelligent people because out of 4,823,330 people who like and share, only 957,980(19.87%) only actually read what they are sharing or liking. Uncontrolled and unedited posting daily postings and status updates are 21,369,436, and the same number is also for sharing and downloading information without permission or citation of sources.[6] This kind of activity raises real concerns about data privacy and data security. These actions are a direct or indirect violation of RA 8792

Data privacy act of the Philippines, which states:[8] and other Data Privacy laws worldwide.

"AN ACT PROTECTING INDIVIDUAL PERSONAL INFORMATION IN INFORMATION AND COMMUNICATIONS SYSTEMS IN THE GOVERNMENT AND IN THE PRIVATE SECTOR"

Therefore, this study aims to know the level of awareness of Filipino users on Facebook regarding data privacy and security. In this study, we determined privacy concerns and the usage of Facebook.

LIMITATIONS

In this study, a survey instrument will be used to gather information. The survey will be given to students taking their first-year bachelor's degree in Computer Science or Information Technology at the University of the Cordilleras. The data gathered through the survey will then be interpreted using frequency and qualitative analysis.

II. REVIEW OF RELATED LITERATURE

Social Media

Social media is "websites and applications that enable users to create and share content or to participate in social networking." Social networking is "the use of dedicated websites and applications to interact with other users, or to find people with similar interest to oneself." [21] These terms are very commonly used nowadays that only really need a little defining for most people to understand. After all, a massive portion of the world's population actively uses social media [22.]

In 1997, sixdegrees.com, one of the earliest well-known social networking sites, was established. In 1999, blogs and other types of social media began to emerge rapidly. These sites are LiveJournal, Friendster, MySpace, YouTube, Xanga, and Facebook. These modern forms of social networks allow users to message each other through both text and video chat, share files, blog, create groups, and many other similar functions.

Social networking is a relatively new and quickly growing trend, with more than thirty new significant sites created within a decade of the first (sixdegrees.com) primary social networking site. With this growing trend, many new opportunities to capture the attention or interest of many people are opening.

Facebook.

For most people, the words "social media" or "social networking" will most likely generate the image of Facebook in their minds. Although many other social networking sites are widely used on the internet, many were created before Facebook. This is because Facebook is the most common and widely used social networking site

globally, with more than 1.23 billion active users as of January 2014.[23]

Data Privacy and Security

With new technologies and booming interest in social media and social networking, many new issues related to privacy and security have also been rising. Let us look specifically at Facebook's privacy and security settings. According to Facebook's Data Policy, they collect all the information from things one does on Facebook and all the information they provide. [24] This includes many different types of information. Facebook takes note of the locations where users upload photos, share messages, and conduct other activities. Facebook also records how services on the site are used, such as what users view, how long in duration, or even how frequently these services are used. Information about payments made through transactions on Facebook is also recorded. This information included significant card numbers, such as credit/debit card information and shipping and contact details. The users' device information is also collected, including geographic locations, ISPs, IP addresses, mobile phone numbers, and more. Third-party websites also need to provide general information to Facebook. These third-party sites could be any site that uses Facebook services such as 'like' buttons.

This is quite a lot of information that is being collected through Facebook. However, how exactly is it being used? Facebook's policy states that they do not 'sell' this information but will 'work with' companies by sharing non-personally identifiable information for advertising and analytic services.

Now let us look at general statistics about how many people are aware of various Facebook privacy settings. One research surveyed both Facebook and non-Facebook users and observed that non-Facebook users generally distrust Facebook more than Facebook users. The following are actual statistics that have been taken from this research.[25] The vast majority (77%) of respondents claimed not to have read any of Facebook's privacy policies. Of course, these numbers are higher than the survey shows. 67% believe that Facebook does not collect information about them from other sources, and 70% believe that Facebook does not combine this same information gathered from various sources. Slightly more than half (56%) do not believe that Facebook shared information with third parties (although FB's policy states that they do not share personally identifying information with third parties).

Let us also look at how many people have trust in Facebook or various parties or users of Facebook. These are statistics taken from the same research as above. The values represent the average response from 1 to 10, with 1

meaning "do not trust at all" and 10 meaning "trust completely." They moderately trust the company of Facebook itself (4.20/10). They trust their friends on Facebook more than anything else on the survey (5.62/10). Friends of friends get less distrust than immediate friends (4.35/10). Facebook users who are not connected to their network receive the least trust from the survey participants. This scored their trust rating of 3.29/10. Although this number is low, it is still worth noting that their trust is slightly higher for Facebook users compared to users of other sites such as MySpace and Friendster. Similar statistics were taken from research that gave a survey of Malaysian students. Here is a summary of the results:[26] 55.1% of the students claimed they had never read the Facebook privacy policy. The primary reason is that it is "difficult to understand" (according to 33.6%) and "takes too much effort to read" (according to 43.4%). Another similar research from Finland concentrated more on the awareness of privacy of online networking sites. Here are some significant results from their survey:[27] 55% need to learn that they have the right to access Facebook profile information when using various apps. 73% need to be aware that Facebook can share information with people or organizations outside of Facebook to help other organizations with marketing. 85% of people claimed to have NOT read Facebook's terms of use. 79% of people claimed to have NOT read Facebook's privacy policy.

OBJECTIVE

The study aims to answer the following questions regarding the awareness of Filipino users on Facebook regarding data privacy and data security:

1. Do Filipinos read the data privacy policy of Facebook? And/or know where to look for it?
2. Do Filipinos configure their data privacy setting on Facebook? And/or know where to set it?
3. Do Filipinos practice some data privacy protection methods? If so, what would that be?
4. Are Filipinos aware that what they post on Facebook could be used by other people, possibly used illegally? If so, how do they protect themselves from that ever happening?
5. Does a person's gender affect the amount of information they are willing to share on Facebook?

III. METHODOLOGY

This paper focused on the awareness of Filipino Facebook users regarding Data Privacy and Data Security. To help understand Filipino users' awareness, a survey will be conducted on first-year students taking their bachelor's degree in Computer Science or Information Technology at the University of the Cordilleras, Baguio City. The data

gathered through the survey will then be interpreted using frequency and qualitative analysis.

Sampling Method

To eliminate bias in the selection process, proper sampling methods are essential. This will also allow for the reduction of cost or effort in gathering respondents in the study. There are several sampling methods, but the study will utilize stratified sampling, wherein a population will be split into categories and selected randomly from within each category.[7]

In this study, the participants will be two respondents; female and male students. This is in line with the objective of the study, wherein whether a Facebook Filipino user's gender has any bearing on the amount of data they are willing to share on Facebook and their level of awareness of data privacy and security.

Survey/Interview Method

The study will use a survey instrument to enable an understanding of Filipino users' awareness of data privacy and data security in the use of Facebook. The survey instrument to be used is in Annex A, which results from the study of several research papers related to social networks, data privacy, data security, and Facebook usage. The instrument will then be made available online to facilitate easy distribution and automate the collation and

summarization of answers. A face-to-face interview with the respondent will also be conducted to verify the responses and increase the result's reliability.

Statistical Analysis

As stated earlier, the data gathered through the survey will then be collated, summarized, and interpreted using frequency and qualitative analysis. The study will then present the results in tables and/or graphs to understand how the gathered data relates to the underlying respondents' level of awareness of Filipino Facebook users on data privacy and data security.

IV. RESULTS

A survey was conducted on 60 first-year students taking up Information Technology at the University of the Cordilleras to enable us to determine their level of awareness of data privacy and security in the use of Facebook. Fifty percent (50%) or 30 of the respondents are female, and the other fifty percent (50%) or 30 are male.

When the users were asked how often they use Facebook, 50% of the respondents, both male, and female, indicated that they use it every other day. While 30% of females and 43.33 of males indicated that they always use Facebook, refer to Table 1 for the survey result.

Table 1. How often do you use Facebook?

	Female		Male	
Every Other Day	15	50.00%	15	50.00%
Always	9	30.00%	13	43.33%
Once A Week	6	20.00%	2	6.67%

In Table 2, 33% and 36% of the females and males indicated that they have more than one Facebook account. The reason for having more than one account

is one or a combination of the reasons; for business purposes, dummy accounts and/or they have exceeded the friends limit.

Table 2. How many Facebook accounts do you have?

	Female		Male	
One	20	66.67%	19	63.33%
Two	9	30.00%	9	30.00%
Three of More	1	3.33%	2	6.67%

One of the aims of the study is to know if Filipinos read the data privacy policy of Facebook and/or at least know where to look for it. Nevertheless, first, let us

look at the level of Awareness and Importance of Data Security in every Facebook user by the respondents.

Table 3. Awareness of Data Security.

	YES	NO
Female	26 (86.7 %)	4 (13.3 %)
Male	24 (80 %)	6 (20 %)

The table above shows that 26, or 86.7% of the total female respondents, and 24, or 80% of the total male respondents, are aware of Data Security. On the other hand, 4, or 13.3% of the total female respondents, and 6, or

20% of the total male respondents, need to be made aware of data security.

The ratio is 2 out of 10 females, and 3 out of 10 males need to be aware of Data Security.

Table 4. Importance of Data Security.

	Very Important	Important	Not Important at All	No Answer
Female	25 (83.33%)	1(3.33%)	0	4(13.33%)
Male	17(56.67%)	7(23.33%)	0	6(20%)

Table 4 shows that 25, 83.33% of the total number of female respondents and 16, or 53.33% of the total number of male respondents, said that Data Security is Very Important for every Facebook user. 1 or 3.33% of the total female respondents and 7 or 23.33% of the total male respondents said that Data Security is Important for every Facebook user. 0% of both groups said that Data Security

is Not Important for every Facebook user. Furthermore, 4, or 13.33% of the total female respondents, and 6, or 20% of the total male respondents, did not answer because they needed to be made aware of Data Security.

The following Tables show the State of Facebook Policies in place to Prevent Data Leakage.

Table 5.Password Policy or Standard

	Clearly Stated	Not Clearly Stated	NONE
Female	26 (86.67%)	3 (10%)	1 (3.33%)
Male	21 (70%)	7 (23.33%)	2 (6.67%)

The table above shows that 26, or 86.67% of the total number of female respondents and 21, or 70% of the total number of male respondents, said that the Policy or Standard on Passwords of Facebook is Clearly Stated. 3 or 10% of the total female respondents and 7 or 23.33%

of the total male respondents said that the Policy or Standard needs to be clearly stated. 1 or 3.33% of the total female respondents and 2 or 2% of the total male respondents said that Facebook does not have such a policy or standard.

Table 6. Information Security Policy.

	Clearly Stated	Not Clearly Stated	NONE
Female	27 (90%)	3 (10%)	0
Male	20 (66.67%)	7 (23.33%)	3 (10%)

Table 6 shows that 27 (90%) of the total female respondents and 20 (66.67%) of the total male respondents said that the Policy on Information Security of Facebook is Clearly Stated. 3 (10%) of the total number of female respondents and 7 (23.33%) of the total number of male

respondents said that the Policy on Information Security is Not Clearly Stated. 0 from the total number of female respondents and 3(10%) from the total number of male respondents said that Facebook does not have such policy or standard stated.

Table 7. Data Protection or Privacy Policy

	Clearly Stated	Not Clearly Stated	NONE
Female	26(86.67%)	4(13.33%)	0
Male	20(66.67%)	9(10%)	1(3.33%)

The table above shows that 26(86.67%) of the total number of female respondents and 20(66.67%) of the total number of male respondents said that the Data Protection or Privacy Policy of Facebook is Clearly Stated. 4(13.33%) of the total number of female respondents and 9(10%) of the total number of male

respondents said that the Policy or Standard is Not Clearly Stated. 0 from the total number of female respondents and 1(3.33%) from the total number of male respondents said that Facebook does not have a such policy or standard stated.

Table 8. User Access Policy.

	Clearly Stated	Not Clearly Stated	NONE
Female	27(90%)	4(13.33%)	0
Male	23(76.67%)	6(20%)	1(3.33%)

The table above shows that 27 (90%) of the total number of female respondents and 20 23(76.67%) of the total number of male respondents said that the Policy on User Access to Facebook is Clearly Stated. 3 (10%) of the total number of female respondents, 6(20%) of the total

male respondents said that the Policy on User Access is Not Clearly Stated. 0 from the total number of female respondents and 1(3.33%) from the total number of male respondents said that Facebook does not have a such policy or standard stated.

Table 9. Data Classification Policy.

	Clearly Stated	Not Clearly Stated	NONE
Female	24(80%)	6(20%)	0
Male	22(73.33%)	7(23.33%)	1(3.33%)

The table above shows that 24(80%) of the total female and 22(73.33%) of the total male respondents said that the Policy or Standard Data Classification of Facebook is Clearly Stated. 6(20%) of the total number of female respondents and 7(23.33%) of the total number of male respondents said that the Policy or Standard is Not Clearly Stated. 0 from the total number of female respondents and 1(3.33%) from the total number of male respondents said that Facebook does not have a such policy or standard stated.

The Tables above show that females read more about the policies than males. The NONE indicates how many users need to read or be made aware that Facebook has imposed those policies or standards.

The ratio is 0 to 1 out of 30 females, and 1 to 3 out of 30 males tend to click accept without reading the policies.

The following Tables show how to update users on issues considered in the application to improve Data Security Awareness on Facebook.

Table 10. Distribution of Information Bulletins on new issues in DATA SECURITY through Emails.

	Always	Often Times	Never
Female	3(10%)	18(60%)	9(20%)
Male	13(43.33%)	15(50%)	2(6.67%)

The table above shows that 3(10%) of the total number of female respondents and 13(43.33%) of the total number of male respondents said that they always receive information bulletins on new issues in Data Security through emails from Facebook. 18(60%) of the total number of female respondents and 15(50%) of the

total number of male respondents said they only receive Often Times. 9(20%) of the total number of female respondents and 2(6.67%) from the total number of male respondents said that they have yet to receive any information bulletins.

Table 11. Executing special events or workshops in DATA SECURITY for users in high-risk groups online or personally.

	Always	Often Times	Never
Female	5(16.67%)	15(50%)	10(33.33%)
Male	9(30%)	18(60%)	3(10%)

The table above shows that 5(16.67%) of the total number of female respondents and 15(50%) of the total number of male respondents said that Facebook had Always been two executing special events or workshops in DATA SECURITY for users in high-risk groups through online or personal. 15(50%) of the total female respondents and 18(60%) of the total male respondents

said that Facebook Often Times executes such events. 10(33.33%) of the total female respondents and 3(10%) of the total male respondents said that Facebook never executed such events.

The following Tables show the satisfaction level of users in Accessing and Managing Facebook Account/s in terms of Data Security.

Table 12. Password Management and learn more about Data Privacy setting on Facebook.

	Very Satisfied	Satisfied	Not Satisfied
Female	6(20%)	24(80%)	0
Male	12(40%)	17(56.67%)	1(3.33%)

The table above shows that 6(20%) of the total female respondents and 12(40%) of the total male respondents said they are Very Satisfied with the Password Management of Facebook. 24(80%) of the total number of female respondents and 17(56.67%) from the

total number of male respondents said they were Satisfied. 0 from the total number of female respondents and 1(3.33%) from the total number of male respondents said they were Unsatisfied.

Table 13. User Account Management

	Very Satisfied	Satisfied	Not Satisfied
Female	10(33.33%)	20(66.67%)	0
Male	8(26.67%)	20(66.67%)	2(6.67%)

The table above shows that 10(33.33%) of the total number of female respondents and 8(26.67%) of the total number of male respondents said they are Very Satisfied with the User Account Management of Facebook. 20(66.67%) of the total female and male respondents said they were Satisfied. 0 from the total

number of female respondents and 2(6.67%) from the total number of male respondents said they were Unsatisfied.

The following Tables show how many respondents know where to configure and learn more about Data Privacy setting on Facebook.

Table 14. Awareness of where to find the Privacy Setting on Facebook.

	YES	NO
Female	29(96.7%)	1(3.33%)
Male	28(93.33%)	2(6.67%)

The table above shows that 29(96.7%) of the total female and 28(93.33%) of the total male respondents are aware of where to find the Privacy Setting on Facebook. On the other hand, 1(3.33%) of the total number of female respondents and 2(6.67%) of the total number of male

respondents must be aware of data security.

The ratio is 0 to 1 out of 10 females, and 1 out of 10 males need to know where to find the Privacy Setting on Facebook.

Table 15. Awareness of where to find more about Data Privacy on Facebook.

	YES	NO
Female	20(66.67%)	10(33.33%)
Male	21(70%)	9(30%)

The table shows that 20(66.67%) of the total female respondents and 21(70%) of the total number male respondents are aware of where to find the Privacy Setting on Facebook. On the other hand, 10(33.33%) of the total female respondents and 9(30%) of the total male respondents need to be made aware.

The ratio is 5 out of 10 females, and 4 to 5 out of 10 males need to know where to find more about Data Privacy on Facebook.

Now, let us look at some survey results to understand whether Filipinos are aware of their data privacy

settings on Facebook. At the same time, check whether or not there is a significant difference between survey results of males vs. females.

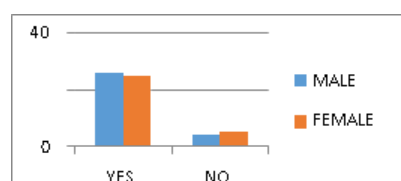


Fig. 2. Do you configure your data privacy setting on Facebook?

A significantly high number of respondents claim to know how to configure data privacy settings on Facebook. There isn't a significant difference here between males and females.

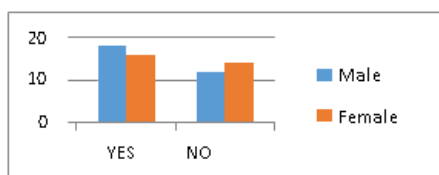


Fig.3. Do you know what your privacy shortcuts are?

According to this result, there are significantly fewer numbers of people who know what 'privacy shortcuts' are. Realistically this result is closer to a 50:50 'yes' to 'no' ratio. Again, there are no significant differences from male survey results compared to females, except for slightly more males claiming 'yes.'

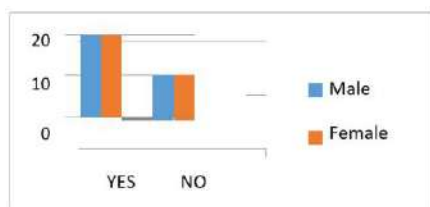


Fig. 4. What is the Privacy Checkup, and how can you find it?

Most respondents claim to know about the Privacy Checkup portion of Facebook. There is no difference between male and female survey results.

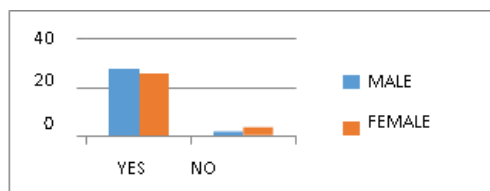


Fig.5. Do you know how to change the setting of your post in terms of your reader or viewer?

all respondents claim that they understand how to change the settings of their posts in terms of privacy.

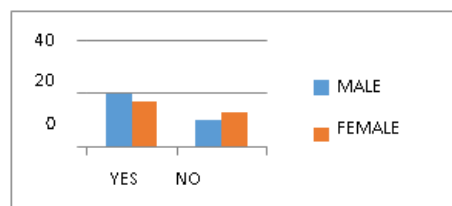


Fig.6. Are you aware of the filter setting on Facebook in terms of messaging?

A few people are aware of filter settings in terms of messaging.

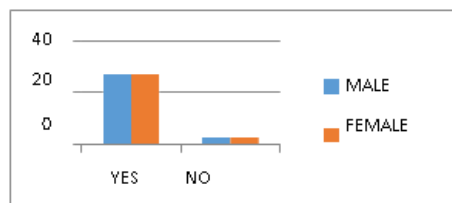


Fig.7. Do you know what audiences you can choose from when you share?

The vast majority know what audiences they are sharing their posts with.

The following tables will now show the respondents' answers to several questions to enable this study to determine if they practice some data protection method and, if so, what that would be. Furthermore, are Filipinos aware that what they post on Facebook could be used by other people, possibly used illegally? If so, how do they protect themselves from that ever happening?

Table 16. Are you aware of what is considered public information?

	Female		Male	
Yes	23	76.67%	24	80.00%
No	7	23.33%	6	20.00%

Based on the result, both males and females are very much aware of what is considered public information, with 76.67% female and 80% male respondents.

Table 17. Do you practice some data privacy protection methods?

	Female		Male	
Yes	24	80.00%	17	56.67%
No	6	20.00%	13	43.33%

Table 18. If yes, which of the following do you practice?

	Female		Male	
One Method Only (Either Limit friends on Facebook or Periodically Change password)	2	6.67%	13	43.33%
No Answer	7	23.33%	10	33.33%
Combinations of Methods (Controlled posting of personal data/info, pictures, etc., No personal information on Facebook, Limit friends in Facebook, Filter the friends who can view posts, Limit who can view profile)				

Based on the results for the questions, do you practice some data privacy protection methods, and if yes, what kind of method/s do they practice? the respondent practice some form of data privacy method, more so with the female respondent 80%, and 56.67% of the male respondents.

and male respondents regarding the data protection method they practice. Most female respondents use combinations of methods to protect their identities on Facebook, 70%, compared to male respondents, who mostly use only one kind of privacy protection method, 43.33%.

There is a significant difference between female

Table 19. Who can view your personal information?

	Female	Male	
Public	20.00%	4	13.33%
Friends	63.33%	20	66.67%
Friends of Friends	13.33%	2	6.67%
Friends, Friends of Friends	3.33%	2	6.67%
Public, Friends, Friends of Friends	0.00%	1	3.33%
Public, Friends	0.00%	0	0.00%
Public, Friends of Friends	0.00%	1	3.33%

According to the previous table showing the responses to the question on who can view their personal information, the respondents, both females, and males, have Limited only their friends to view their personal

information with 63.33% and 66.67%, respectively.

Based also on the result shown in Tables 20 and 21, most female and male respondents enabled the public and their friends to add and message them.

Table 20. Who can add you?

	Female		Male	
Public	11	36.67%	14	46.67%
Friends	13	43.33%	10	33.33%
Friends of Friends	2	6.67%	3	10.00%
Friends, Friends of Friends	1	3.33%	0	0.00%
Public, Friends, Friends of Friends	2	6.67%	2	6.67%
Public, Friends	1	3.33%	0	0.00%
Public, Friends of Friends	0	0.00%	1	3.33%

Table 21. Who can message you?

	Female		Male	
Public	6	20.00%	8	26.67%
Friends	21	70.00%	16	53.33%
Friends of Friends	0	0.00%	4	13.33%
Friends, Friends of Friends	2	6.67%	0	0.00%
Public, Friends, Friends of Friends	1	3.33%	2	6.67%
Public, Friends	0	0.00%	0	0.00%
Public, Friends of Friends	0	0.00%	0	0.00%

Finally, the study also asked the respondents if they had ever experienced an issue of identity theft on Facebook and what is/are their specific experiences regarding this. The results are shown in the succeeding tables.

Table 22. Have you ever experienced Identity Theft Issue on Facebook?

	Female		Male	
Yes	5	16.67%	3	10.00%
No	25	83.33%	27	90.00%

The above table shows no significant difference between male and female respondents regarding experiencing identity theft issues on Facebook, with only 16.6% from the female respondents and only 10% from the male.

experiences with identity thefts issue on Facebook. Most respondents' experience was on False Social Media Accounts of themselves and from the male respondents with 10% of them indicated that their personal information was used in school by others.

The following table summarizes their specific

Table 23. If yes, in the previous item/question, what is your specific experience?

	Female		Male	
False Social Media Site Account/s of yourself	4	13.33%	3	10.00%
Use of your identity in an/illegal/malicious manner	1	3.33%	1	3.33%
Student Info used in school by others	0	0.00%	3	10.00%
No Answer	25	83.33%	22	73.33%
False Social Media Site Account/s of yourself, Student Info used in school by others, Used of your identity in an/illegal/malicious manner	0	0.00%	0	0.00%
Use of your identity in an/illegal/malicious manner	0	0.00%	1	3.33%
Credit Card used	0	0.00%	1	3.33%

V. SUMMARY

Most of the respondents are aware of data privacy and its importance. They also know where to set or configure this on Facebook and where to look for more information. Regarding awareness of Facebook privacy settings, a large majority of the respondents claimed 'yes' to more common basic privacy settings. In contrast, a slight majority claimed 'yes' to more unique settings. There are no noticeable or significant differences between male vs. female answers.

The low incidence among the respondents on the identity theft issue with Facebook could be attributed to their awareness of what public information is and, at the same time, what they practice to protect their personal information on Facebook. It is essential to point out that more female respondents use different combinations of personal information privacy protection methods compared to their male counterpart, who primarily uses only one

method, limiting the number of their friends on Facebook or periodically changing their passwords.

VI. CONCLUSION

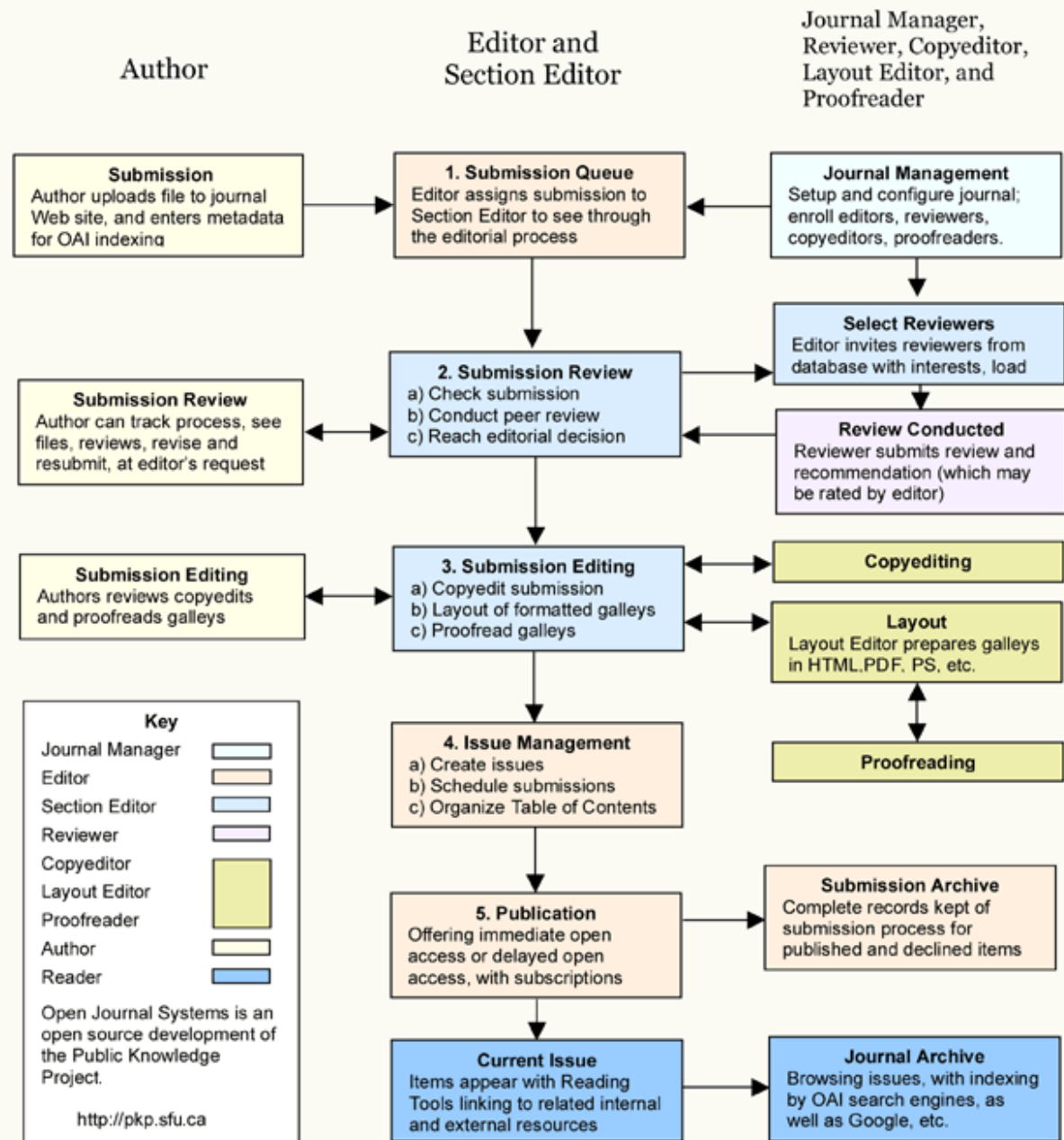
Based on the result of this study, the respondents have read the data privacy policy of Facebook and indicated that it is clearly stated. They also configure their data privacy setting on Facebook or where to look for it. Most respondents also stated that they practice one or more data privacy protection methods because they know others could use their information. For the question, does a person's gender affect the amount of information they are willing to share on Facebook? The answer is that there is no significant difference between the two genders, but this is inconclusive. However, it is noteworthy that more Females practice a combination of personal information protection methods than their male counterparts.

Considering the time constraints in doing the study and the number of respondents, the proponent of this study recommends further study on the Awareness of Filipino Facebook Users on Data Privacy to cover the different demographics of what represents the Filipino people. This will give a holistic view of the meaning of Data Privacy to Filipinos and a thorough understanding of how they use Facebook. The study's proponents also recommend that the survey instrument be improved to include questions that would better assess the responses and support interviews to understand better and validate the answers.

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