



# Inferring Migrant Assimilation: The Stress and Coping Strategies Among Filipino Work-shifter in Qatar, a Phenomenology

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## Abstract

**Background:** Filipinos aspire to provide a better livelihood for their families by working abroad in various occupations such as nursing, accountancy, engineering, etc. However, one aspect of working that may not be common to Filipinos in Qatar is work-shifting. Work-shifting is not a common topic discussed in the contemporary period. Thus, this phenomenological study describes the lived experiences of work-shifters and how they coped with the problems they experienced in different working shifts. **Methods.** This qualitative research utilized a phenomenological research design to understand the participants' lived experiences. Also, to know how they cope with the problems they experienced at work and in life related to the central question, "How do Filipino work-shifters identify their stress and coping mechanisms to reach self-actualization?" The researchers collected data through a semi-structured one-on-one interview that consisted of 25 developmental questions and was analyzed using thematic analysis. **Findings.** The information gathered have identified the stress and coping mechanism of work-shifters, namely: (1) **Work Experiences** include administration, challenges, and profession; (2) **Work Strategies** encompass workload, associate, and adaptation; (3) **Career Growth** involves sacrifices, training, and opportunities; (4) **Emotional Solace** highlights family, colleagues, and workplace. **Conclusions.** Work-shifting can be stressful, and they tend to use their emotional solace to relieve emotional stress and develop ways to lessen their work stress **Recommendation.** The study suggests that future researchers expand the pool of participants to elicit a broader range of responses about work-shifting to fill the literature gap.

**Keywords:** Work-Shifters, Coping Mechanisms, Stress Management, Adjustments, Work-shifting, Filipinos, Qatar, OFWs

## INTRODUCTION

The development of Qatar is impressive when it comes to its economy as the country continuously climbs through the ladders of success. Qatar has progressed significantly over the years by being the 3rd in the Middle East Region 31st worldwide in economic success (The Heritage Foundation, 2021). Many Filipinos aided the economic success in Qatar as they took part in the development of the country by working in various occupations. Throughout the years of Filipinos working in Qatar, the country achieved the highest GDP in 2014, with \$206.22B. (Macrotrends LLC, 2021). Filipinos have long recognized Qatar as a land of opportunity. It has helped many Filipino migrants live better lives as they could provide for their families in the Philippines. Migrate is defined as moving from one place to another to live temporarily or permanently. Migrating happens when a person cannot fulfill their conditions. Today, Filipino workers opted to leave their home country to improve their careers and personal gain. For decades, the word "better life" has dramatically influenced the Overseas Filipino Workers (OFWs) (Asis, 2017).

Filipinos are aware of how hard life is in the Philippines, knowing that what they receive is not sufficient to sustain the lives of their families. Thus, they sought to work abroad, expecting that the workplace would provide better income and benefits. They search for various options to escape the devastating life of poverty. In every country of success and development, some people sacrifice their happiness and comfort to contribute. About 10 Million OFWs work and live away from home, and about 243,000 Filipinos work in Qatar, which is 10% of the total population in the Philippines (Asis, 2017).

Many job opportunities in Qatar have helped the lives of many Filipinos in which they have a consistent work schedule and timings. However, some occupations have inconsistent work schedules. Work-shifting means having a rotating work schedule outside 7 am and 6 pm. Work-shifting can include evening, night, and early morning shifts, as well as fixed or rotating schedules (Pacheco, 2020).

Work-shifting is common to job occupations such as doctors, nurses, pilots, and flight attendants, but other job opportunities include it. Work-shifting is now present in many industries and fields. The list also includes any facility that houses people 24 hours a day, such as prisons, nursing homes, hotels, and college dorms (Heathfield, 2021).

However, there are significant setbacks in work-shifting. Thus, it is not advisable in most professions because not everyone can handle inconsistent work schedules. Furthermore, work-shifting is associated with having sleep disorders or inconsistent sleep schedules. Therefore, Work-shifting affects our sleep schedule and mental, physical, and overall performance levels (Indeed Organization, 2021). In addition to that, work-shifters tend to have time management problems and sleeping problems. However, people who have difficulties with work-shifting due to sleeping problems and other disadvantages can cope with these problems by doing these activities (Cheong, 2021).

Tired from a continuous inconsistent work schedule, staying alert is hard, but there are activities that work-shifters may do to help them focus more during their shifts. Such activities include spending time with family members and friends, engaging in physical activities such as exercising, developing a healthier lifestyle, taking regular short breaks during breaks, sleeping before a night shift, and contacting co-workers. The following may help both the work-shifter and the co-workers stay alert during the shift (UK Health and Safety Executive, 2021). There are also various ways that work-shifters can cope with their stress due to sleeping problems. One of them is avoiding the intake of caffeine. There are many ways to solve difficulties sleeping, including the following. To minimize working on continuous night shifts, avoiding drinking caffeine and alcohol several hours before the night to avoid having poor quality sleep, creating a sleep-conducive environment, and bringing healthy snacks to a night shift. More of these can help them get a good quality sleep. (Cheong, 2021).

Studies show that Filipino work-shifters encounter several challenges throughout their work shifts. However, Filipino work-shifters find ways to cope with such challenges. With this in mind, the present study tries to capture the lived experiences of Filipino work-shifters. The paper relates to the central question: "How do Filipino work-shifters identify their stress and coping mechanisms to reach self-actualization?" Based on the participants' verbalizations of their work experiences as a work-shifter, the following themes were created: (1) **Work Experiences** - which includes the management, challenges, and profession; (2) **Work Strategies** - which involves the workload, associate, and adaptation; (3) **Career Growth** - which comprises of sacrifices, training, and opportunities; (4) **Emotional Solace** - which incorporates family, workplace, and colleagues.

In summary, along with the development of the economic success of Qatar throughout the years, OFWs migrated to the country in hopes of working and having better lives compared to working in the Philippines. Migrating has helped many OFWs provide for and feed their families. Although work-shifting is not common, there are occupations in Qatar that require being a work-shifter. Work-shifters have varying work schedules, thus associated with time management problems and unhealthy sleeping habits. However, there are also ways for work-shifters to cope with their difficulties. As expressed by the participants, they had to construct common approaches and actions to deal with their occupational pressures and tensions. Activities such as time management, recreational schedules, the arrangement of leisure time, resting, and sleeping during a free time to regain and recuperate from the events. Although occupational strains are common to the study participants, the best solution that the Filipino Shift-Workers in Qatar resort to is dealing with their workplace.

## METHOD

### Research Design

The nature of the study is qualitative and uses a phenomenological approach for the research design. "Qualitative research is an inquiry approach wherein the questioner explores a central phenomenon and asks the participants broad, general questions to collect a detailed view of the participants' words or images. (Creswell, 2013)." The study focuses on the participants' lived experiences, thus using phenomenology. "Phenomenology is a type of qualitative research that focuses on the observation of a person's lived experiences in the world (Neubauer et al., 2019)." "Phenomenological research is a strategy with strong philosophical backgrounds, which in some cases can be challenging for amateur researchers. (Wilson, 2014)." "Perhaps the most approachable or welcoming qualitative research approach is phenomenology because it is all about searching for meaning. (Grossoehme, 2014)."

The research made use of interviews as a means to collect the data. The inductive method for thematization is applied to form new theories from the emerging ideas taken from the study results. The study grouped the themes and subthemes of the research accordingly through a dendrogram. The qualitative research interview aims to describe and define the meanings of the key theme in the subject's life. Kvale (1996) says that understanding the interviewers' significance is essential in interviewing. The primary data source came from the participant's responses to the interview guide, consisting of twenty-five developmental questions formulated from the central question.

"The purposes of using the inductive approach are to gather raw textual data into a summary presentation and establish clear relations between the evaluation or research objectives. Also, consider the summary findings derived from the raw data, and develop a framework of the original structure of experiences or processes evident in the raw data. (Thomas, 2006)." According to Bhandari (2020), qualitative research gathers and interprets non-numerical data to comprehend thoughts, opinions, or experiences.

### Research Local and Sample

The researchers have carried out the study at Philippine School Doha (PSD), the leading primary learning institution in Qatar, since 1992. PSD has been consistently serving the increasing population of Filipinos with the Philippine primary education and curriculum. The institution is administered by the Board of Trustees, being the highest policy-making body of the establishment.

The participants of this research are Filipino Work-shifters in Qatar. The interviewees are different in professions and proficiencies, specifically Supervisor, Medical Technologist, Civil Engineer, Remittance Cashier, Dental Nurse, Nursing Supervisor, and Field Operator of an Oil and Gas Company. The researchers based the selection of the participants set upon their (1) Job Experiences, (2) Years of stay in Qatar; (3) Nationality; and (4) Age group.



Figure 1: Map of Qatar  
Source: Google Images



Figure 2: Location of Philippine School, Doha, Qatar  
Source: Google Maps

### Data Collection and Ethical Consideration

This study used two-part instrumentation for data collection. The first instrumentation is the "Robotfoto, which refers to a Dutch term, meaning cartographic sketch of the subject. (Kelchtermans & Ballet, 2002)." The Robotfoto was distributed to the participants and used to collect their basic information and background since it contains the personal datasheet for the researchers. For this study, the Robotfoto consists of the name, gender, contact number, e-mail, occupation, years of stay in Qatar, and the participants' job experiences. A consent letter is also sent to the participants confirming that they are willing to be interviewed, as their identities will be confidential. All the interview conductors informed the participants to record their responses. Before the interview, the interviewers asked the participants if they agreed to get recorded. The interrogators skipped some questions due to the requests of some participants.

After the interview of all eight participants, the interviewers did the data gathering procedure. The interview questions consisted of twenty-five developmental questions formulated from the sub-questions articulated from the central question.

### Data Analysis

This study followed two steps of data analysis for the development of themes. "The first step is gathering and analyzing data using the inductive approach for the following objectives (Thomas, 2006)." To condense raw textual data into a brief, summary format and develop a framework of the underlying structure of experiences or processes evident in the raw data. The procedures include (1) Conducting an Interview; (2) Listening to the audio recording of the interviews; (3) Emic-Etic Transcriptions; (4) Cool Analysis for Data Treatment; (5) Cool-Warm Analysis through a Dendrogram; and (6) The Creation of the Simulacrum.

The study obtained the second level of data analysis by searching related literature and studies. The researchers presented related literature to support participants' underlying statements as interpreted by the researchers.

### FINDINGS

Work-shifters were employees who had varied work schedules daily or weekly, which caused the different challenges that they faced in their lives. Through these challenges, they developed different coping mechanisms to handle their workload. The stress and coping strategies covered the adjustments and acclimatization of the work-shifters in their field of work. *This phenomenological study focuses on the stress and coping strategies among the Filipino work-shifters in Qatar, specifically, their life as migrant workers, given that their work schedules were varied.* Therefore, it aimed to know the foundation of their developed habits from the different experiences that the workers went through. In this case, the participants were asked by the questioner many questions that focused on the central question, "How do Filipino work-shifters identify their stress and coping mechanisms to reach self-actualization?". From the information and responses gathered from the participants, this phenomenological study attempts to discover the different stress and coping strategies of Filipino work-shifters in Qatar. Specifically, their life as migrant workers gave that their work schedules were varied. Revealed in this study, the participants opt to do different stress and coping mechanisms, but all vary depending on the environment and the different factors. As shown in Figure 2.

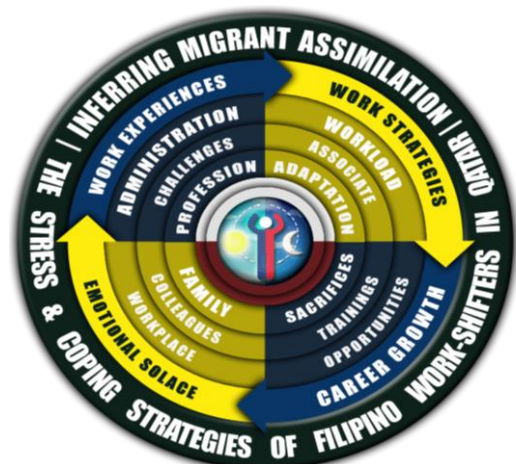


Figure 2 Simulacrum  
Stress and Coping Strategies  
of Filipino Work-shifters in Qatar

after thorough verbalizations, the following themes emerged: (1) **Work Experiences** - includes administration, challenges, and profession; (2) **Work Strategies** - encompasses workload, associate, and adaptation; (3) **Career Growth** - involves sacrifices, training, and opportunities; (4) **Emotional Solace** - contains family, colleagues, and workplace. With the themes and sub-themes formulation, the readers will better understand different Filipino work-shifters' stress and coping strategies in Qatar.

## WORK EXPERIENCES

Work-shifters are those who have unconventional work schedules. However, even if they have irregular shifts, they still choose to have the profession they have now. There are several differences that the participants encountered from their previous company and their current one, as a work-shifter in the latter. Work experiences pertain to the events and circumstances that the work-shifters have in their current company, compared to their current one.

### Administration

Furthermore, it talks about the company's administration of each work-shifter based on their contract. The administration is associated with the company's contract management concentrating on the change of the salary, work hours, workload, and satisfaction of the work-shifters from their previous company to their current company. There are many reasons they pursue their jobs despite experiencing the differences of being a work-shifter. One of the factors is their salaries as the participants receive a higher source of income in their current company than their previous one. They mentioned:

*"The range of salary in the Philippines was around 20 to 30 thousand pesos. The salary here in Qatar is higher than in the Philippines."* (P2)

*"In the Philippines, my salary range as a site engineer is from 15 thousand to 25 thousand pesos which includes the overtime. Here in Qatar, it ranges from 5 to 6 thousand Qatari Riyal as a QAQC engineer. Given that, I am only new in this company, staying for 1 year and 2 months."* (P8)

*"It is almost the same as my previous company. I am earning from QAR 3,000 to QAR 3,700."* (P4)

The salary they receive as a Filipino work-shifter in Qatar allows them to provide a better livelihood for themselves and their families. But, in addition to that, it also helps fulfill their purpose to support the needs of their loved ones.

Aside from the salaries, depending on the company's administration, they also receive the workload. The work-shifters do not control which shift gets assigned to them. Thus, they adjust their routines depending on their work schedules. Some participants expressed that the workload was busier during the day as more people were active; hence more of their service is needed. As the work-shifters stated:

*"The workload is different. Usually, the morning shifters receive more tasks than those who work during the night shift. Since the executives are present in the morning, most of the jobs are done at the same time. However, this happens from case to case, the workload may be equal when we meet emergencies, shutdowns, or start-ups."* (P7)

*"Actually no, because in the night shift, you are only allowed to do specific work because of the noise complaints. For example, in my career, we are drilling, and we are doing geotechnical drilling. If you are on night shift, you are not allowed to drill because of the noise complaints of the residents living near your project. However, on the day shift, you can do heavy work such as concreting, drilling, anything."* (P4)

*"At night usually, patients are less compared to the morning because many patients come in the morning. So, the workload is not equally distributed."* (P2)

*"There is a big difference. It is busier in the morning since all the blood extraction, surgeries, patients, orders, and procedures happen in the morning while if you're on night shift you can just do your normal routine, documentations, and your special assignments when the patients are asleep and are comfortable already. So in terms of workload it is better to be on night shift."* (P6)

*"It depends on the project. Sometimes, the concreting happens during the day, sometimes it is during night. It also depends on the client or the consultant. Most of the responsibilities are carried out during the day with 3 QC's because of the workload and I am the only QAQC at night. There should be someone to take over during concreting and documentation, however, having no consultant at night, it is more progressive during the day. The workload is greater in day shifts, depending on the project or the approval of the consultant."* (P8)

*"For me, it's the same work. In the day shift, the busy time is around 10 to 1 pm and at night the busy time is around 6:00 pm to 9:00 pm. That's like 3 hours only."* (P1)

*"The workload provides a schedule roster to equally distribute the workload between shifts."* (P5)

Contradictory to that, one of the work-shifters said that the workload is heavier during the night shift. The participant reported that:

*"No. In the evening time, we experience more customers than in the morning because it is their free/available time to send money to their families. And that we experience more pressure in the evening than in the morning."* (P4)

The work-shifters also weighed their schedule in which shift had more working hours than the other, but they stated that both day and night shifts had equal working hours. In most cases, their working hours ranged from 7 to 12 hours. As reported by the participants:

"8 hours of working and 30 minutes of break. My manager gave us a 30-minute break and it benefits my time management well." (P1)

"I have an eight-hour duty in the morning and at night. Five times a week and two days off." (P2)

"12 hours" (P3)

"My usual shift or job timing is 8 hours. But due to the Coronavirus, my shift sometimes ends at 7 hours." (P4)

"My morning shift is 7am to 2pm and evening shift is 4pm to 11pm which is 7 hours per shift. We also sometimes get 1 or 2 paid weekend duties." (P5)

"Eight hours per shift." (P6)

"I work from 6 A.M. until 6 P.M. for my morning shift and 6 P.M. to 6 A.M. on my night shift. I work for two morning shifts followed by two, night shifts. With a total of twelve hours per shift." (P7)

"The shift is the same, 8 hours." (P2)

"If you are on day shift, you work from 6 am. to 6 pm. And if you are on night shift, you are going to work from 6 pm. to 6 am." (P3)

"They are both the same. My usual night shift duty and usual day shift duty is also 7 or 8 hours." (P4)

"It is the same in our morning shift. It is 7am to 2pm while the evening shift is 4pm to 11pm. They are both 7 hours per shift." (P5)

There is not much significant difference between the working hours and night shifts. With this, the work-shifters have fewer difficulties when it comes to adjusting their routines if they change from day shift to night shift. Unlike the workload distribution between the two shifts, the workload is heavier during the day shift. With this, the participants have more time to rest during their night shifts compared to the others.

Apart from the salaries and work schedules of the participants, there are more reasons why they endure and pursue to be a work-shifter. Workers should explore and grow in a new environment to receive more benefits with less effort. Identical with the work-shifters, these are the reasons why they left their previous company and transferred to their new one. Their overall work experiences in the current company are far superior to their previous one. These include the fair amount of salary they receive with the amount of effort they give, the fair treatment in their social environment, the better work schedules and shifts, and the growth they feel in their work field. They said that:

"As of now, I'm happy with my work rather than before because I was pressured in my previous work. I'm currently happy with my job because of the environment that I work in and because of my colleagues. My current colleagues are very supportive and also the manager. Also, I am under less pressure and I have more freedom today." (P1)

"I am more comfortable in my current work. When working for the government, the timings of my shifts are better since it is only 7 hours every shift and I have free time for my family on the weekends. Compared to my previous work where the shifts were 10-12 hours long, overtime in work, and I sometimes have more work on Friday and Saturday." (P5)

"The salary here is higher and I also gained more experience from my current company and applying in another health center or hospital would be a good opportunity for me here in Qatar." (P2)

"Because here, you are getting your salary and it is also about competition in Qatar." (P3)

"I was pleased with the increase of my salary but more importantly the amount of time given to me to spend for myself and my family." (P5)

"Due to a bigger salary in mind I am pleased to transfer to my current company as this can help me support my family and my children." (P6)

"I'm satisfied now in my current company because of the salary they gave to me and the benefits as well. I am also happy with my colleagues." (P1)

"Well, the workload is okay and there is no problem with shifting schedules. The salary is good so satisfaction is there in my current workplace. Also, my coworkers are good to me." (P2)

"It is better than our previous company because I can interact with my colleagues well and that I can develop great bonds with them and that we can help each other out. New friends, better memories, better management, better schedules, better environment than my previous company. The only thing that my previous company is better than my new company are the rules that they give." (P4)

"I am very satisfied with my current company because of my salary, reduced workload, much better shifting hours that allows me to have more free time." (P5)

*"I am very satisfied with my current job, not only do they give fair treatment but they also compensate and give incentives for the hard work and time that we are giving." (P6)*

*"On a scale of one to ten, I can say that I am on eight. Because my company helps me a lot in my finances, to provide and save for my family. Also, I was able to help our relatives in the Philippines. I'm very satisfied with my current career status." (P7)*

The participants are delighted with their current company despite being a work-shifter. The overall benefits surpass the disadvantages of having varied work schedules. Indeed, the company's administration has a significant impact on the satisfaction of the work-shifters. In addition, a healthy social environment plays a significant role in good company management. Besides that, proper work schedules encompass equal workload for the day and night shifts. Lastly, the amount of effort that the participants give becomes compensated to their salary.

### Challenges

In contrast to the satisfactory work experiences the participants received from the administration of their company, there were also obstacles. No work environment is perfect, and just like other workers with regular work schedules, the work-shifters experience problems in their work field. Challenges cover the experiences and anecdotes of the work-shifters on the difficulties they had, both from their current and previous company. Discussing their previous company, they faced complications such as overtime and inconsistent shift schedules. Moreover, the workload allotted in their working hours was heavier compared to their current company. The participants said that:

*"I had a difficult time in my previous work because my shift was supposed to be for 10 hours only but sometimes we had to extend it to 12 hours." (P5)*

*"My workload in my previous work is stressful because it's hard and all the responsibility is given to me. All the things from the shop are given to me, it's very hard." (P1)*

*"I had a difficult experience in my previous work because I had too much workload up to 18 patients for 10 hours." (P5)*

*"The challenge is the monthly changes in schedule and the 8 hours of working." (P1)*

*"Since I work as the testing technician for the maintenance department, there is a heavy workload. It is quite difficult and the amount of work is high since part of the job is the documentation work and inspection jobs." (P7)*

*"I love my previous and my current work. But I love my current work more because I experience less pressure or that I can handle the pressure, and the schedule is consistent. Unlike my Previous work, I experienced huge pressure and the schedule is inconsistent. And because of this, I sometimes experience inconsistent sleeping patterns. So, I say that my current work is better than my previous work." (P4)*

However, the work-shifters' difficulties were not limited to usual work-setting. While the other participants were delighted with their current company, two other participants preferred their previous one. Communication is essential in the work field. Relaying messages improves outcomes and progresses better understanding among the workers. Nonetheless, it is inevitable to dodge language barriers. The Filipino work-shifters are working in Qatar as they need to utilize not their primary language in communicating to other nationalities, leading some work-shifters to prefer the previous work rather than their current one when it comes to communication. The work-shifters affirmed that:

*"It is less hassle in my previous work compared here. The workload in the previous work was easier compared here because here, there are different nationalities and languages." (P2)*

*"It is more comfortable in the Philippines since there is no place like home, and because we are all Filipino regardless of our religion." (P6)*

Being in a foreign country, some Filipinos will find it more challenging to communicate with other nationalities since English is not our first language. Not only that, but the expatriates with other races feel the same. The language barriers resulted in the discomfort of some of the participants in working in their current company; that is why they preferred to work in their previous one, knowing that the latter work field took place in their comfortable and familiar homeland.

After weighing the preferences of the majority of the work-shifters' preference between the current workplace and their previous one, the study discovered more disadvantages that the work-shifters experienced in the latter work field. Any worker who feels dissatisfied with their workplace would seek to change and transfer to a better one, and their current company provided just that. Health is essential to the work-shifters, and time management is a significant factor that affects it. As the participants discussed their issues in their previous company, they lacked time for themselves, which caused stress that took a toll on their health. Not only those, but they also had a problem with their families' financial provision. The participants experienced being lowly compensated or receiving their salaries with delay. Furthermore, it was also challenging for the participants to stay in their previous company because of the often expression of the manager's displeasure, unlike in their current company where the management treated them better. As the work-shifters expressed:

*"It was hard to make time for my family, and the delays in giving my salary." (P5)*

*"There were a lot of setbacks that I have experienced at my previous job. One is that my boss would always get angry at us when we had problems between the patients. In my current one it is better and fairer since we are treated equally." (P5)*

*"I considered the fact that we are being low compensated for the hard work that we are giving since we also have a family to feed." (P6)*

*"The only challenge is having night duty because you cannot sleep and it affects sleeping schedule leading to lack of sleep and eating habits from working in the night duty. Eating habits are also different because I tend to miss breakfast when I wake up from my night duty, and in the afternoon, I have a schedule of 2 pm to 10 pm so it is tiring." (P2)*

The participants took a lot of considerations that made them transfer from their previous company to their current one. The work-shifters need to provide for their family, both financial and social support. In addition to that, the toxic work environment they faced, namely being lowly compensated, receiving their income with delay, and enduring the often rage, made them uncomfortable in the said initial company. Moreover, these had contributed to the participants' stress and affected their time management and health. The overall dissatisfaction they experienced in their previous company was why they are happy in their current work as it is different. The setbacks were said to be reduced by their current work while their benefits increased.

### Profession

There is no specific career exclusive in being a work-shifter. A person can have a completely different work field from another, but they can be work-shifters and still have similar experiences. Work experience is also composed of the profession because the latter term talks about the function of the participant's work and the roles and positions in their career, being work-shifter in their current company. Anyone satisfied with their work will always look forward to extending their services and effort. Knowing the numerous advantages that the participants aforementioned in the company they currently work for, they desire to stay. With the participants' satisfaction in their current profession, they envision themselves working in the same company, ranging from 5-10 years. The Filipino work-shifters announced that:

*"I see myself working for five years in the same company." (P4)*

*"I cannot say a concise duration, but I think for now I am settled here for maybe about 5 to 7 years." (P5)*

*"I will stay for as long as they want." (P6)*

*"I'm looking forward to another eight to ten years with the company if it is possible." (P7)*

With the number of disadvantages that the participants received in their previous workplace, they were pleased to transfer to their current one. The improved changes of the work experiences of shifters include a better administration of the company, as they receive higher salaries, have healthier social environments, and acquire better work schedules. However, there were also different challenges as a Filipino work-shifter in Qatar, such as the language barriers. Nevertheless, even with those setbacks, the benefits had weighed more that the participants would prefer having inconsistent work schedules to provide a better livelihood for themselves and their families. Moreover, the satisfaction encourages the participants to extend their profession as a work-shifter in their current workplace.

### WORK STRATEGIES

Work strategies are plans of action needed to achieve specific goals. In this study, work-shifters sometimes have a hard time in their working schedule. Furthermore, work strategies discussed how the participants adjust to their setbacks at work, including sleep management issues, their leisure time, how they cope with the barriers of interacting with their colleagues, and how the participants cope with their workload. The study showed how the participants interact with their colleagues and solve their challenges and difficulties.

### Workload

The participant experienced carrying a heavy workload while working as a work-shifter. In this study, workload determined how the work-shifters adjust to the heavy workload given or transferred to them by their superiors or colleagues. Workload management helps minimize heavy workload and helps employees feel more productive. In addition, it helps minimize stress and helps keep the team focused on the most critical work. As seen by the responses below, the participants developed a positive mindset to cope with their workload. In addition, the participants used brief analysis and brainstorming to lift their tasks and reduce the stress from the heavy workload given to them. The participants reported that:

*"I set my mind that for every work or task, there is a challenge. Even though I have worked here for a long time. I still encounter challenges in my workplace."(P7)*

*"I did cope with the difficulties by asking myself many questions like, how is this done? How can I build this project? How are we going to overcome these problems or obstacles? And then when we start working, we can ask our supervisors if we have one but if it is the actual work, no, we cannot ask anyone but instead we should use our resourcefulness."(P3)*

*"For me the transfer of workplaces was not as difficult because my duties in my older workplace was much harder and tiring so when I transferred with fewer duties, it was an easy transition."(P5)*

*"In my allotted time, it is not too much time. But at the end of the day, I still feel amazing. For example, every day I make a plan for my day and achieve it myself."(P3)*

### Adaptation

Adaptation means a change or adjustment to improve something or make it suitable for a different situation. Participants discussed adaptation as working strategies, and it unveiled how they adjusted and adapted to their environment in terms of their work schedules, stress, sleeping habits, and leisure. For example, participants could cope with the different challenges surrounding their shifting schedules by developing a routine and schedule that guided them throughout their day. Another was by preparing themselves mentally and emotionally for them to perform their everyday routines despite the constant change in their schedules. As the participants stated:

*"I handled my setbacks by developing my own sleep and time management through creating my everyday routine to guide me everyday about when to wake up and when to come to the office."*(P4)

*"I sleep up to 3 to 4 hours only when there is a change of schedule from night shift to day shift. When I go back to my house I just eat and relax for 20 minutes then sleep at 1:30 or 2:00 then I would wake up at 5 or 5:30 to prepare for my morning shift."* (P1)

*"I get as much sleep as I need and I eat and also go to the malls or parks."*(P2)

*"For my sleeping schedule, When I was told that I am about to go on a night shift schedule, I simply adjusted my sleeping schedule. For my eating time, I also adjusted my eating schedule but I also select my food carefully according to what my body needs because when you select the right foods, your body will get enough nutrients it needs and you can do your work whether you are on day or night shift, as long as you eat the right foods, you will be fine."* (P3)

The participants shared how they managed their time to ensure that their health was being taken care of and fully adjusted to their working environment. The management strategy comprised of them surrounding themselves with their fellow nationality to feel the comfort of their own country. The work-shifters said that:

*"Adjusting to the time zone was difficult but at work not that much because I'm working with a lot of Filipinos there but there are also people who are not Filipinos leading to language barriers and it is quite difficult to communicate with them."* (P2)

*"In my morning shift my sleeping time is normal but in the evening shift I need to adjust but due to the working environment and my colleagues I am able to fix my sleeping schedule. I can eat on my breaks so my shift schedule does not greatly affect my eating routine and I have enough leisure time for my family and friends."* (P5)

*"I prioritize drinking a lot of water. If you are a shifter, you need to drink a lot of water, this is my advice for them. Sometimes, it is better to drink with lemon because whenever you sleep, it is different in a good way. I also prefer to sleep during the night because I sleep better, but if I sleep during the day, my mind is a little disturbed. Sleeping during the night is different from sleeping during the day. However, my body has already adapted to this situation, it is just inevitable sometimes. When I have free time at work, I take that opportunity to sleep, but I make sure to set an alarm so I would not sleep so deep."* (P8)

The participants also shared how they quickly managed their eating schedule by adjusting their sleep schedule. Having a night schedule is preferable for the participants as they have more leisure time to spare. With the constant change in the schedule of the work-shifters, they were able to adjust and build the routine that their bodies follow. They reported that:

*"If I am going to work in the morning, I cannot eat breakfast at home. So, I will just eat breakfast at the office since it is far and that the traffic is huge. If I am going to work in the evening, I have lots of time to eat breakfast and I have no problems going to my work in the evening. In the evening, I have a lot of time to sleep and also lots of time to go somewhere and hangout with my friends playing, chatting, or bugging each other. I don't have leisure time in the morning since I have to sleep early to go to work. I only have leisure time if I'm working in the evenings."* (P4)

*"I did not find it hard to cope up because it already became a routine for me, my body has already adapted to the shift schedule."* (P6)

*"Since I was a shifter from the very start, my body already adapted. Even if my daily schedule is not consistent and it is frequently changing, being night shift, and day shift the next. This is my third day that I was assigned to night shift duty, however my boss told me that I would report to the day shift after 3 days. I am used to sleeping for two hours only and for me, it is enough. For my eating schedule, I only eat twice but I prioritize drinking a lot of water. If you are a shifter, you need to drink a lot of water, this is my advice for them. Sometimes, it is better to drink with lemon because whenever you sleep, it is different in a good way. I also prefer to sleep during the night because I sleep better, but if I sleep during the day, my mind is a little disturbed. Sleeping during the night is different from sleeping during the day. However, my body has already adapted to this situation, it is just inevitable sometimes. When I have free time at work, I take that opportunity to sleep, but I make sure to set an alarm so I would not sleep so deep."*(P8)

*"I adjust and make time, because if you want to achieve something, you have to make time for it."*(P3)

*"My prior experience working and the difficulties that I encountered when I was working in the private clinic and my current job even though it is relaxed allows me to manage my time and get more experience."*(P5)

*"I am a fast learner, that is the reason why I learn from my mistakes and learn how to handle things. If I do something that is difficult, I am sure that next time I encounter it, it would seem to be much easier to me."*(P1)

### **Associate**

In work strategies, the associate played a vital role in the coping mechanism of the participants. It showed how they get along with their colleagues at work despite their communication barriers, such as language barriers. Most of the responses coming from the participants when it comes to the camaraderie or association amongst colleagues dictate that the participants have good camaraderie with their colleagues. The participants stated that they get along with their colleagues by being nice to others to return the same treatment to the participants and that they considered their colleagues at work as friends. One participant added that they and their colleagues practice reciprocity in which they cooperate and treat each other as family. As the participants said:



"Yes, I get along with my colleagues because I am friendly. Be nice to others so that they will do the same to you and don't gossip about others so that there is always a positive vibe in the workplace, just be friendly to everyone." (P2)

"I did get along with my colleagues from my previous work. For the techniques and ways, just be yourself. Act professional if you are in the office and you must do your work. If you are not in the office, you can have some quality time with your colleagues and discuss anything." (P3)

"I get along with my fellow colleagues, since I consider my teammates in work as friends, when they ask me about my progress in work and by asking them questions about certain things in work that I don't know about." (P4)

"Yes. It's more on camaraderie than a technique, we practice reciprocity in which I receive help from them when I need it. We got along very well since I treat my colleagues as a family and we share problems with each other." (P6)

A work shift described his experiences with his colleagues and advised on how to interact with his colleagues. He stated in his statement that one must not belittle their colleagues as they cannot make progress without the aid of their colleagues. This participant also discussed how he/she cooperates with his/her colleagues and how they communicate well and practice reciprocity and trust. The participant mentioned that:

"Yes, you have to be friendly with them. Having a higher position doesn't mean you have to look down on those people who have positions below yours. Do not belittle anyone who works because without them, you cannot make progress. Whenever I pass by them, I greet them, ask about them and at the same time, they show respect towards me. No matter what their position is, you must respect them. You have to get along with the people around you. Granting your co-workers' favors means you are willing to communicate with them, and it will start with one person that will see you as someone approachable, then others will see the same as well, and they will like you. You need to earn their trust. If they trust you and you have a good relationship with them, they may even finish it before the end of the day. We need to have good communication with people no matter what our positions are, even clients." (P8)

Participants also stated that in every difficulty or challenge they experience in their work, they cope with it by asking for guidance from their colleagues that have more knowledge in their field of work than them. The participants' solved their work-related challenges or difficulties through teamwork, cooperation, quick action, and good communication among their colleagues.

"I coped up with the difficulties I encountered in my previous work by asking my friends and/or teammates to assist me with my accounting problems or some work that is still pending. By doing that I experience less problems in my work and that it feels good to have your teammates help you out and then helping them out if they also have problems with the accounting or other problems." (P4)

"I take everything seriously and I try to leave the problems in my workplace. I never bring it at home and I focus on my family. I am aware that by teamwork, cooperation, and obedience to our superior, every challenge can be solved." (P7)

"We know that the first step is the hardest step. For example, there is a difficult situation with regards to the client and the documentation, the first thing that would come in my mind is what action I must take, or what I need to do. If you are an engineer, but I'm not saying that engineers only, you have the mindset of a problem-solver. If you are just going to wait for a solution, nothing will happen, so you need to think. I need to ask our senior engineers that have experience in construction for advice and guidance on how to deal with difficulties. We need to communicate with them." (P8)

Participants also stated how they improve their enjoyment and comfort in their current work through interacting with their colleagues. The participants specified that they build a good relationship with their colleagues by chatting with each other, sharing bonds, and asking each other how they are doing in their work and personal life to make the participants feel comfortable with their colleagues.

"In having a team building. In doing so, I can build a good relationship with my colleagues, getting to know them more, and showing them a good attitude." (P1)

"Me and my coworkers do team building to build a bond and be more comfortable around them while working and enjoy things after work as well." (P2)

"During my work breaks, I talk with my fellow laborers and other engineers and talk about how they are doing with their work and also talk about each other's personal lives." (P3)

"It is fun since it is not based on a superiority complex. I can improve my enjoyment and comfort in my current situation by getting along with my colleagues. It's rewarding to know that you are known as a leader and someone who they can talk to rather than being afraid. I have a lot of colleagues like that which I also treat as my children, that is how I'm doing it." (P6)

Due to having heavy workloads, having sleep, health, and eating problems, the participants of this study are developing strategies to ensure the following: they are getting the sleep they need, eating correctly, and making sure that they are taking care of themselves through different ways, such as developing their sleep schedules and daily routines. The participants of this study do this, but they are also finding ways to make sure that their working environment is comfortable and enjoyable through developing team building and developing healthy relationships with their coworkers.

## CAREER GROWTH

Switching to different environments requires much preparation; emotional, mental, and physical. The work-shifters have undergone many reflections and self-composition on deciding whether to go shift jobs to see a greener pasture or stay at their current workplaces. Through

all this, career growth emerged as a theme in the study, as the participants are all Overseas Filipino Work-Shifters. The participants have proved that career growth is achievable despite the pressure of being in a different workspace and environment. One supporting statement says, *"I am improving professionally, and I can say that I can achieve my career growth by accepting challenges and being open to new experiences and technologies."* (P6)

### Sacrifices

It is discovered in the study that the participants have experienced making numerous sacrifices to attain career growth. Sacrificing means giving something up to acquire a better state and achieve the desired career and personal growth that the participants want to achieve. Some challenges taken from the incidents experienced by the participants are; being away from their loved ones, dealing with shifting schedules, and balancing their time at the workplace and for themselves. Despite these renunciations, the participants stated that their sacrifices motivate them to work harder, as it is for their career and their families. One mentioned that:

*"It depends on the situation. I want to stay and live with my family, but I need to sacrifice and migrate to another country. It is not only to develop my career growth but also for them. I do not think it is for the right purpose if I am to sacrifice just for myself. I have never experienced renouncing things for me individually. I always have to be considerate of others before I decide. The sacrifices include minor things such as the things that I want. However, you have to choose your needs such as laptops for seminars or if you are going to study for engineering or other applications to upgrade and widen your knowledge even if you want to buy an expensive phone. Besides minor details and my family, I have not sacrificed anything big."* (P8)

This statement expresses the partaker's opinion regarding the motivations he receives from his sacrifices. Another corroborating statement conveys:

*"Being away from my family is one of the sacrifices I must make because my family is in the Philippines. I'm alone here without my family, but good thing there is still company around me. But being here in Qatar is good because it has a better opportunity for a more promising career."* (P2)

The study can prove that the work-shifters are willing to serve and sacrifice meaningful moments to achieve better career growth. Like the statement expressing:

*"Working abroad, I had to sacrifice spending time with my family back in the Philippines. It is hard to get a job in the Philippines because there is a lot of competition, so I went abroad to grow my career."* (P5)

The participants were concerned about being away and missing considerable time from their loved ones in the Philippines. Despite all these, the participants willingly went outside of their country to shift their workplaces to improve their career growth and experience a new work environment. They state that they would better experience career growth if they did not take the easy route. The participants were also keen to sacrifice many things to suffice the needs of their family, which they could not do when they were in their country.

### Trainings

Attending seminars is how workers improve their general understanding of their career and are more experienced. Having conferences is one of the ways on how the participants still have time to manage despite their busy schedule by continuously learning for their career growth through participating in different webinars and meetings. The participants were able to grasp and have a deeper understanding of their profession by undergoing seminars of different organizations. They mentioned that:

*"By attending seminars, those seminars can help you to become a better Laboratory Technologist because you learn something new. Every day you encounter different patients so that helps me improve and grow in my career."* (P2)

*"Even if I am a shifter, I am trying to attend some seminars conducted by different organizations. Although I fall asleep sometimes coming from a night shift, I record the seminar using my phone and I listen to it again, perhaps on my way to work. That is where and how I improve and acquire knowledge. Since I am still young, I still have a lot to learn, and there will be a lot of opportunities that will come to me. I need to adjust. It will be up to you how you are going to improve yourself. It will depend on your willingness to improve in your career, nothing will happen if you are just waiting and complaining. If you are going to complain about your salary, you should be able to think that if you cannot sustain your needs, and you feel short on money, why would you wish for something more if you are not even improving yourself and your career? You need a mission first before commission."*(P8)

Sometimes, people need not rely on others but themselves. In this way, dependency is avoidable, and progress is not expected on other people but on themselves. Self-improvement is also a way of training for work shifters to expand their capabilities. As the participants noted:

*"I'm improving by supporting my management by giving guidelines and some training to improve myself on supporting them."*(P1)

Based on the participants' responses, the work-shifters undergo seminars and learn from them to increase their knowledge daily about their work and constantly improve their profession. Also, with the help of their company, they were able to undergo training that was relevant to their work.

### Opportunities

Opportunities are the benefits that our participants see as satisfaction for the betterment of their careers. Them seeking various available opportunities can help in terms of the career that they are currently doing as it allows them to grow. Being in a different and better organization is an opportunity one worker always grasps. It gives workers the motivation that they need to become successful. As the participants discussed:

*"I had the dream of owning a house and I thought that if I were to have a family, I want to earn and provide for them. That is the reason that pushed me to go since the salary here abroad is different. It is five times or more than I earned before (previous job)."*(P7)

*"I only told my boss that I was going abroad (because of a better opportunity), and he just said okay."*(P8)

*"It depends on the barrier that they are giving me. It's not that I will transfer to the other company but if they give me an opportunity to improve and grow, I will stay."*(P1)

Others see opportunities as a new challenge to face, and by becoming more open, the work shifters were able to attain available opportunities. As the participants noted:

*"Professionally, I am improving. And I am prepared for my career growth by accepting challenges as well as being open to new experiences and technologies."*(P6)

Furthermore, working on former organizations made work shifters one step ahead of their growth. The participants said that:

*"My experience working in a difficult work environment allowed me to grow and handle more difficult situations. Currently, I am learning every day while handling patients and getting to know my job more."*(P5)

The participants found personal growth and fulfillment by grasping different available opportunities. The growth process by the participants includes having a goal as an inspiration in improving themselves, opening up to people who are supportive in their development, and overcoming the difficulties as a chance to explore a new workplace. In addition, having the motivation to work and accepting challenges allowed them to have a chance to make their career better and have numerous opportunities present.

## EMOTIONAL SOLACE

Work-shifters may work on an irregular schedule, and because of this, based on the participants, they receive emotional strain and pressure from their hectic jobs. Emotional solace is the coping strategy in which they receive emotional comfort from different sources that helps manage their emotional stress. This theme identifies the three primary sources of support: family, workplace, and colleagues. These are said to be the primary sources of their comfort to cope with their emotional stress.

### Family

Family is one way to reduce stress, so work-shifters value close family ties. Their deep relationship with their family allows them to devote their limited free time to their family. The responses and reactions from the participants proved that they spent leisure time with their family and relatives for the household. Others devoted their time to attending religious activities like church to develop their spiritual life and seek guidance. As the participants stated:

*"I improve my enjoyment and comfort by communicating and spending my leisure time with my family and my wife. Because they can help me relax and forget about everything."* (P4)

*"I maximize my time whenever I have a vacancy. First, I enjoy myself with my family and attend church activities to grow our spiritual life. Then, I attend that one (church) to be with my family and friends."* (P7).

The responses of the work-shifters proved how their family is very significant in terms of providing them with emotional comfort. Therefore, the work-shifters must look after their physical and mental health and rejuvenate themselves after working. The work-shifters do this by diverting themselves from their workplace mindset. Such as spending time with their family, going to church, and communicating with their loved ones, giving them the emotional relief they need after working hard days throughout the week with unbalanced and unpredictable schedules.

### Workplace

The workplace is where the work-shifters spend most of their time during working hours. The workplace dramatically affects their work performance, motivation to improve their career, stress management, and comfortability while working. It is also a significant factor in how Filipino work-shifters develop coping strategies. The work-shifters had expressed that they were satisfied with their current company because it was their ideal work environment. As the participants said:

*"I would not say I have an ideal company. I do not have any complaints with my current company, so it is safe to say that my current workplace is like my ideal company. But if I were to go to a different company, I would like it to be like my current workplace."* (P2)

*"I think the job I'm currently working on is my ideal company, and I am satisfied working here."* (P5)

*"I'm already in my ideal company."* (P6)

*"I am currently happy with my job. I think I am living one of my dreams, which is to work at a prestigious company like where I am today. It is close to my dream."* (P7)

It shows that having a comfortable workplace empowers the work-shifters to work harder. The study found most of the participants were satisfied with the company they were working with, and some even stated that they were already in their ideal company. One participant stated that if he were to transfer to another company, it must be like their current company.

## Colleagues

Colleagues are the people who give emotional comfort to the work-shifters while they are at their workplace. Work colleagues play an essential role in providing support and promoting a sense of camaraderie, allowing them to work together. As a result, the participants said they felt more comfortable in their workplace, had easier managing their tasks, and formed a positive work environment. As the participants explained:

*"I am comfortable with the relationship with my colleagues and the good management that I want for them." (P1)*

*"Well, I'm comfortable because most of my coworkers are Filipino. I also don't like to have enemies at work. All of my workmates are nice to me. The patients are also okay, so I am comfortable in my workplace." (P2)*

*"I am used to it. Actually, it is my colleagues who make my work more comfortable." (P3)*

*"It is comfortable since the people around me are like family and the staff nurses have become more than just colleagues." (P6)*

The participants mentioned that the support and consideration of their colleagues helped them cope with their emotional stress. Colleagues provide stress relief from the overwhelming and demanding job of a work-shifter. The fair treatment that the participants received allowed them to feel comfortable around the workplace and gave them a feeling of being part of a family.

The participants regularly relied on these primary sources of comfort in de-stressing from their work's demanding and hectic nature. Families are one of the primary sources of emotional support by doing recreational activities with their family and spending quality bond time with them. Colleagues serve as one of the social supports of the participants and help promote a sense of camaraderie. Having a comfortable work environment is another factor that helps them adapt to their workplace. Receiving emotional comfort and social support from various sources enables the participants to balance out their emotional stress levels to carry out their duties and responsibilities.

## DISCUSSION

Families are significant in our society. An article made by DeFrain, Brand, Friesen, and Swanson (2008) stated that families are the fundamental social unit in all civilized communities worldwide. Healthy people in healthy families are the foundation of a healthy society, so their support is critical. In addition to that, most individuals value the importance of employment to sustain their families. According to a study created by Leung, Mukerjee, and Thurik (2019), the two most significant and interrelated domains in the lives of many are work and family. However, not everyone can support their families in their homeland; they go overseas. Filipinos are one of those people who seek employment as they go abroad. As one developed country, Qatar became an excellent opportunity for Filipinos to acquire work and support their families. Toumi (2010) said that managers in Qatar had offered various employment to Filipinos in both skilled and professional sectors, thus making the country with the highest growth rate of the Filipino labor market in the Gulf. With Qatar providing various job opportunities, some Filipinos have encountered working as work-shifters.

Work-shifters have an unpredictable schedule. Some work during the day, and some do night shifts. Work schedule irregularity typically refers to the unpredictability of work schedules (Marchand et al., 2015, 2016). According to Wirth et al. (2017), shift work combines night and evening shifts or rotating shifts. Therefore, it can imply that the work-shifters do not have a fixed schedule. For example, the workplace might use some work-shifters like nurses to work night shifts only, but there will be a time where there will be a rotation of shifts. Tesluk and Jacobs (2006) defined work experiences as a collection of qualitative and quantitative elements that exist at several levels of definition, interact, and accumulate over time. Springer (N.D.) expounded in his study that work strategy is a systematic strategy to increase the efficacy and efficiency of workspace usage by identifying its way of organization. Betz (2021) described career growth as an individual's real progress in their professional life, characterized by the various tasks and responsibilities throughout their career.

Given the above nature of the work shifters, the results articulated from the participants' responses revealed four themes. These (1) Work experiences highlight the shift-workers' stressors from their workplace. (2) Work strategies that deal with the shifters' way of dealing with their stressors in the workspace. (3) Career growth which emphasizes the analysis defined as the participants' desire to advance in their profession, and lastly (4) Emotional solace, which explains the source of relief or consolation.

## WORK EXPERIENCES

Work experiences include the various circumstances that capture what it is like to be a work-shifter, its benefits, and setbacks from their previous and current companies. Moreover, some described work-shifting as an experience that is also important, fair, and financially advantageous. In contrast, however, based on the study results made by McHugh, Farley, and Rivera (2020), work-shifting was said to be damaging to the respondents' well-being. Kawabe et al. (2015) found day-to-night work (but not fixed night work) was associated with poor mental health. In this state, the workers are prone to getting mental disorders such as depression. Previous studies indicate that shift work may be associated with depression (Kalmbach et al., 2015). Wirth et al. (2017) found working at night or evenings was associated with mild depression. Therefore, although it caused stress to the participants, it also had its benefits and reasons for choosing to be work-shifters.

## Administration

Liable to the theme of work experiences is the administration, which defines the company's way of doing administrative tasks or duties related to maintaining an office setting. Of course, the responsibilities vary significantly from one workplace to the next. Still, companies all over typically include similar tasks such as organizing appointments, answering phones, greeting guests, and keeping the organization's file systems organized. These functions or duties are dealt with by different companies in several ways, bringing us to the talking point of management. Moore (2021) stated that an effective manager requires listening to employees to understand and act on solid values. Simple acts such as

knowing your values, practicing self-awareness, being accountable, having empathy, and being a good leader can help challenge inequalities in the workplace.

Aside from this, the study participants squeezed out their thoughts about having different administrations from different superiors or companies, making the subject matter of absolute power corrupts absolutely surface. When people have authority over other people or things, they become corrupt. It morally degrades their nature and instills toxic pride in them. But, on the other hand, if the person can save oneself from this abuse of authority, they are modest. Lloyd (2016) discovered that organizations must take small but positive steps forward rather than looking for a more comprehensive, quick-fix approach. The following are examples of what the statement could mean: challenges should be approached and fixed, and a company that takes constructive and practical steps instead of theoretical ones is subject to a better administration.

## Challenges

Challenges emerged from the participants' idea of having multiple challenges in their workplace, such as trying to fit in, being heard, making mistakes, having time management, etc. According to Minnesota State (2020), there are several workplace challenges that one can get. For example, it may be caused by being new to the workplace, encountering problems with coworkers, adjusting to workplace ethics and integrity issues, getting along with your superiors, dealing with harassment or discrimination, and facing advancement concerns.

With this, several ethics in the workplace have come about and arose. As stated in a research study by Kerns (2003), values ultimately drive our behavior. Following a well-known principle in organizational behavior theory, values impact our attitudes, which impact our conduct. Our values influence attitude formation and how we respond to people and events. Therefore, it is essential to connect how we deal with people in the workplace to establish a good and healthy working environment both for the individuals and their workmates.

One more essential thing to remember is that good ethics can equate to a good business. A company with a good vision is seen as something with high integrity, therefore giving its company's image an 'excellent place to work at' image. As stated in the research by Briggs and Morgan (2013), people should not be surprised by the link between ethical workplace culture and profit. Researchers have found that an organization's culture is the strongest predictor of how much market value that firm will create for every dollar invested by shareholders. According to the data, a positive workplace culture predicts shareholder value by creating higher value. Therefore, the ethics of a company's culture play an essential role in creating and maintaining value.

Work shifters seem to seek more professional development, thus shifting their work to accelerate their profession and experience a better and greener pasture. According to Antley (2020), every successful individual has spent a long time studying and honing their talents, taking advantage of professional development opportunities throughout their career. Professional development and continuous learning are more vital than ever to be successful and achieve career goals in today's environment, which is growing increasingly competitive and continuously changing. Furthermore, every industry's technology and best practices evolve and progress, making it critical for new and seasoned workers to continue polishing their abilities and broadening their knowledge. Therefore, job seekers from whichever social status are aspirants of a better future in the profession.

The study participants have expressed their frustration in their work experiences, specifically in the intention of seeking a better profession. Mizell (2017) says many misconceptions regarding professional development, its goal, and how it works. Since professional advancement requires learning to achieve or retain professional credentials, such as academic degrees, formal coursework, attending conferences, and informal learning chances in practice, it is often referred to as an overstatement. It has been described as intensive and converged, with a stage of evaluation ideally included. Consultation, coaching, communities of practice, lesson study, mentorship, reflective supervision, and technical help are ways to professional development.

There were a lot of disadvantages that the workers experienced in their previous company, and evidently, these also became the reason they transferred to their current workplace. The administration is a significant factor affecting the workers' satisfaction and desire to continue working in the company. According to the response, the study evaluated the participants' current work to better administration. As a result, they received a higher salary than their previous one, and the company they are currently working at compensated their workload fairly. According to an article reported by Chamberlain (2017), the salary increase is directly proportional to the percentage of employees' likelihood to stay in their current company. Therefore, the shifters can expect that the pay they receive should rise along with the duties they shoulder.

Not only that, but the shifters were also glad to stay in their current company because of the healthy social workplace. Joseph (2018) reported that the essentials of having long-term employment in a company are belonging and feeling appreciated. Furthermore, it also stated that employees cherish their relationships with their coworkers and develop their strong bond as a team. Thus, meaningful human connection in the work environment encourages the work-shifters to pursue their profession and stay in their workplace as a work-shifter.

## Profession

On the contrary, even with positive factors that encouraged Filipino employees to stay as a work-shifter in their current company, there were disadvantages that the participants faced, such as language barriers. Communication is one of the numerous vital factors in making progress. McIntire (2014) stated that the effects of communication barriers include giving misdirection, discussing expectations poorly, and failing to provide proper feedback to people you cannot relay your message correctly. Moreover, since Filipino work-shifters are working abroad, they inevitably have to desert their first language as they communicate with other people of different nationalities. In addition, this gave them difficulty in carrying out their responsibilities.

Despite those difficulties, the Filipino work-shifters continued to pursue their careers as their very aim was to provide for their families. An article reported by Gabriel (2019) stated that a child's Filipino mother had to leave them to work abroad and seek better opportunities for their livelihood, which gave them the chance to be free from poverty and acquire healthier and more stable lives. No matter how hard it is to become a work-shifter, Filipinos are willing to carry these experiences to better their family lives.

With all the benefits that meet the needs and wants of the Filipino employees in their current company as a work-shifter, they are willing to stay in their company for longer years. Despite their inconsistent work schedules, they showed high satisfaction in their current work and are willing to serve more years. Ducoff (2017) stated that employees who stay in their company do so because they are comfortable in the workplace. Not only that, but they also feel pretty compensated as they would give their best efforts to fulfill their jobs. As a result, Filipino work-shifters are unconcerned with the burden they face in their many professions as long as they are at ease at their employment.

## WORK STRATEGIES

Work-shifters experience numerous work-related problems daily. Therefore, work-shifters create their work strategies to help lessen their work-related problems. Work strategies focus on how the work shifters create an alignment between the work environment and how an organization or business functions in a workplace. It is crucial to consider, primarily because both the workers and the business depict the productivity of the workers and the organizational effectiveness as it is a key to having a successful business. Therefore, work shifters develop strategies to ensure that they can work at their peak performance despite setbacks.

### Workload

Work shifters with a heavy workload have difficulty finding time to sleep because of their hectic schedules, discussing relevant information on how the work-shifters manage their workload to limit their stress. To explain how shift workers experience difficulties because of workload, Ryu (2017) discussed how they gained injuries due to their heavy workload, specifically in an electronics factory in South Korea. Their study stated that during their experiment, they discovered that the electronic factory workers who have a rotational shifting schedule have more heavy workloads and have more work-related injuries than those non-shift workers. To be precise, the current shift workers presented a 2.65-fold higher risk of work-related injuries during the last 12 months than non-shift workers. In addition, past shift workers showed a 1.71-fold higher risk of work-related injuries compared with non-shift workers.

Furthermore, there was a statistically significant dose-response relationship between shift work duration and work-related injuries among current shift workers. An article made by the Work Safe Mahi Haumarua Aotearoa (2021) discussed how work shifters could limit their workload. When tired, drowsiness may occur to work-shifters due to minor physical or mental stress and lack of stimulation. The excessive physical or mental workload can lead to fatigue due to the work shifters' workload during their shift. It can also make the sleep of a work shifter inconsistent, causing them to increase performance fatigue. Therefore, it is essential to take regular pauses when working with heavy workloads. Taking rests allows workers to be unaffected during a single operation.

Work Safe Mahi Haumarua Aotearoa (2021) adds that task-on-task fatigue is another way shift workers feel tired. When the work shifters need muscular, mental, and physical strength to perform a specific task in their work, it could cause such fatigue. This type of weariness is made worse by sleep deprivation during the night. Therefore, the solution given by the New Zealand Government to work shifters that have heavy workloads is that they should limit how intense they work and that they should take regular breaks. This solution can limit the probability of work-shifters getting task-on-task fatigue.

### Adaptation

Work shifting may be difficult to adapt for some work shifters who have hectic work-shifting schedules. A study by Thompson (2016) shows that the rigorous work schedules that directors gave to nurses produced a significant decrease in their strength-based performance activities that made them vulnerable to performance fatigue at work. Postnova (2013) discusses how the shift-workers adapted to the shifting sleep and work schedules. The research introduced an integrated model, which determined the neurobiology of sleep. It allows prediction of natural sleep-wake times, levels of sleep drive, and circadian phase depending on light input and schedules of forced wakefulness, such as shift work.

Postnova (2013) further elucidates that most shift workers start their sleep ranging from 11:43 P.M. to 12:40 A.M. meaning most shift-workers are deprived of sleep as they wake up early, leading to work-related injuries. Finally, an article about coping with Shift Work Sleep Disorder by Kam (2011) confers how work shifters could cope with their sleep through 9 steps. One of the steps discussed in this article is that work-shifters should use heavy curtains or blackout blinds to block sunlight when sleeping during the day to avoid sleepiness in night shifts. Another crucial step here is that work-shifters must not work too many night shifts, as recent studies show that most work shifters have increased sleepiness during night shifts.

If work shifters are not trying to adapt to their health to take care of themselves and are not eating correctly, they are more likely to have common wellbeing issues. Including stomach-related complaints, higher body mass index, and are more inclined to long-term wellbeing conditions such as cardiovascular diseases and diabetes. In this manner, it is truly imperative to think approximately how they should protect their wellbeing and choose the proper diet for their bodies amid your shifts.

Hobbs (2020) suggested that work-shifters should frequently eat three balanced meals in each twenty-four-hour period or two lighter dinners with good snacks in between. Little snacks or a light dinner amid work breaks may be more efficient than engaging in one big feast, particularly after a night shift. Furthermore, Hobbs does not recommend overeating as it can make a work-shifter gain weight and be lazy. Her article also stated that avoiding prolonged periods without any food, letting yourself get to a point where a work shifter is starving by the time you take your break or finish their shift. A work-shifter will be much more likely to overeat when they avoid eating for long periods.

### Associate

Another problem that the work-shifters experience in developing healthy relationships with their coworkers is their fear of hostility. Furthermore, a study made by Bowles (2015) discusses how the participants of her study do not have any social interactions, which leads to the

lack of healthy relationships in the company of her participants. Furthermore, it was discovered in the research that some workers, especially the night-shift workers, lack respect towards each other and that the participant feels like they are in a public cage.

Even though work-shifters have difficulties creating healthy relationships with other workers, they still find ways to develop them. An article made by the Forbes Coaches Council (2020) discussed various ways shifters can develop a healthy relationship with their coworkers. One way that the Council stated is that a work-shifter must be respectful above all. They were being respectful and sensitive towards a coworker merely for the reason of being accepted by their coworkers. Another way that the Council suggested is by helping coworkers succeed.

Furthermore, a work shifter must explore what results their coworkers want to achieve and see if the work-shifter can help that coworker achieve it. And lastly, a work-shifter must be genuine when interacting with their coworkers. They can achieve this by asking questions about how they can help their coworkers achieve what they need to achieve in a particular work-related task.

Work strategies focus on how the work shifters align with the work environment and how an organization or business functions in a workplace. Additionally, work strategies discuss how the work shifters of this qualitative study cope with their health problems, adaptation problems, and their heavy workload in various ways. For example, the study participants adjusted to their work-related setbacks by developing sleep routines, developing their proper diet, and developing ways to create good interpersonal relationships with their coworkers.

To be precise, numerous studies explored how the previous participants of some previous studies that were aforementioned in the above paragraphs experienced work-related difficulties in sleeping. Because of that, more work shifters experienced work-related injuries compared to the non-work-shifters of one study. Another study further calculated how work-shifters get more work-related injuries than non-work shifters.

Finally, Ritchie (2019) suggested that for work shifters to develop healthy relationships with others, they should be a cultured listener to the problems of their coworkers. Not only that but also the work-shifters must learn to recognize the emotion of their coworkers and learn to read the atmosphere. By doing this, work-shifters may have the option to help their coworkers and possibly develop a good relationship with them.

## CAREER GROWTH

The jobs of the work shifters differ from one another, and each one of them has a particular career path that they intend to pursue. Career Growth is the stepping stone for them to become successful. The sacrifices, training, and opportunities aid them in advancing their careers and attaining career growth. Despite their demanding schedules, work shifters look for ways to improve the skills necessary for their respective jobs.

The study of Zhou & Yu (2015) states that commitment to one's organization has a beneficial impact that makes employees grow in their careers. Researchers believe that depending on the work shifter's work, making the needed approaches to improve their relative abilities will enable them to gain a positive output in their field of work.

## Sacrifices

In attaining career growth, work shifts encounter numerous problems and challenges, causing them to make tough decisions or sacrifices. One of the sacrifices that work shifters faces the most is being apart from their loved ones to provide for their family. According to Paris (2008), work shifters who leave their loved ones in their home countries construct reunions with their families. Concerning this, the sacrifice of being away from their loved ones causes work shifters to be motivated to work to bring their family to the exact location where work shifters reside.

Being surrounded by loved ones is essential, especially for employees such as work-shifters. At the same time, being separated from them would be an unfortunate circumstance. The continuing contact with friends and family members was associated with a feeling of being at home, with the continued use of social media networks as a form of communication while also being "away" (White, N. R., & White, P. B. (2007). Studies found that workers felt at home whenever talking to their loved ones through social media to explain further what is said. Work shifters sacrifice a lot by being away from their loved ones, but as stated, they can also feel at home when they communicate with them online. However, that does not change that they also want to be around them and engage with them in person. As a result, the shifters become dedicated to working hard to provide for their families, even if it means bringing them together in the same setting wherein they can be happy.

Work shifters make various sacrifices to attain career growth, such as sleep, leisure, and relaxation. Pursuing and making sacrifices in one's chosen profession is key to achieving career growth as it motivates workers to work hard to make and set goals that help the worker enhance their potential with work. Successful pursuit of career goals is usually associated with the overall wellbeing of the worker, while not setting goals or failing to set goals results in discomfort (Lent and Brown 2008). Pursuing career goals motivates workers to make sacrifices for career growth to happen.

## Trainings

Gaining new knowledge and being more reliable with work comes with training. There are various ways work shifters obtain brand new knowledge with their work. Attending seminars is one. Participating in seminars provides a significant amount of knowledge quickly, making this more preferable to the employees (Jenn, 2021), which is why work shifters choose to attend seminars since they can gain more relevant knowledge that will benefit them at work. Despite their irregular schedule, various work shifters seem to find time to attend seminars and workshops.

The work shifters will be much more competent after attending these seminars. In addition, Forsetlund et al. (2009) claim that employees can improve work practices through educational gatherings alone or in combination with other interventions, suggesting that as the shifters attend seminars related to their field of work, they can improve their professional practices. Furthermore, being in a joint workshop can

result in significant changes in professional practice, as per O'Brien et al. (2001). Thus, providing the work shifters a highly competent and effective work outcome for their field of work.

By attending seminars, work shifters learn. Work-shifters who learn new knowledge with their work are most likely to grow in terms of their career as they will be on par with their current job needs and will have sufficient knowledge with their work. Learning about one's work is a continuous process, and it is to attain various knowledge continuously.

### Opportunities

One's organization may cause disaster in the workplace. With this, opportunities to work in another organization may be present. In one's work, seeking opportunity is essential to an individual who aims to triumph over their career. Being more open to different opportunities has brought upon them the desire to seek better opportunities to develop their careers and broaden their expertise regarding their job to support their needs and make their chosen employment more attractive and comfortable. Weng & McElroy (2012) state that workers who are more open to various career growth opportunities are more dedicated to work for their superiors and less likely to depart from their organization and look for a different workplace to work.

On the contrary, leaving one's previous organization may benefit workers due to various available opportunities. According to Lu et al. (2012), departing from one's work organization is with their own free will and the perception of their jobs. Deciding to depart is based on the experience of how the actual work environment and the job meet the individual's expectations. Therefore, a work shifter chooses to depart from the organization grounds on their job. The work accomplished by the work shifter is complimentary with their chosen profession. Various work shifters work towards their career growth by sacrificing, working on their craft through training, and exploring different opportunities. However, as Chanin (2017) stated, career growth is one of the long-term goals of all employees, and job satisfaction has a more substantial influence on career growth than employee performance. Considering this, even with the sacrifices and training that work shifters experience, if they are dissatisfied with the company, the possibility of transferring to a new company to advance one's career growth is high.

### EMOTIONAL SOLACE

Work shifters have an unpredictable schedule; some work during the day, and some do night shifts. Work shifters' experience while working harms their mental and emotional wellbeing. Emotional Solace is one of the mechanisms that help them negate the emotional stress that the work shifters experience after their work shifts. Family, workplace, and colleagues act as the primary source of emotional comfort that assists the work-shifters to cope with their emotional stresses.

The hectic schedule of the occupation can be detrimental to the worker's mental health. Regardless of the type of work, the unpredictable schedule challenges shifters adjusting to their work environment while performing their duties and tasks. According to Zhao et al. (2019), various studies found a correlation that people who work shifts across different occupations experience poorer mental health. Aside from poorer mental health, work-shifters experience several mental disorders such as sleeping disorders and anxiety that affect emotional health. A study by Cheng & Drake (2019) shows that there has been concern about the repercussions of shift work on a person's emotional health due to its effects on sleep, circadian rhythm, and affective functioning.

Work shifters experience poor mental health due to the nature of their hectic job and stressful working schedules. Having an unpredictable work schedule was significantly related to higher levels of anxiety and depression (Niedhammer et al., 2015).

### Family

Work shifters find ways to cope with their emotional stress by asking for emotional comfort from their family by indulging in family bonding activities such as recreational, spiritual, gatherings, and the like. Family bonding time, social gatherings, family conversations, strong family relationships, and sharing information about their thoughts and feelings can strengthen families and protect them from stressful situations (Friedline, Chen & Morrow, 2020; Mariani et al., 2020; Salin et al., 2020; Liu et al., 2019; Liu et al., 2017). Their family is one of their sources of gaining the willpower and resilience to overcome and cope with their emotional stress after working several shifts. Family resilience is a family's capability to cope with living by maintaining a cohesive family, by lessening the stressful impact of a situation through an interpersonal or social process, as well as by identifying and accessing resources overtime to return to the pre-crisis situation quickly (Wu et al., 2020).

Apart from the reinforcement bringing emotional Solace to the work-shifters yet, a family can also be the source of stress because of the tentative work schedules. As a result, work shifters cannot provide enough time for their family, which causes work-family conflict. Zhang et al. (2017) highlighted that the work-family conflict occurs when an employee's long work hours and work demands interfere with family responsibilities. Hence, failing to devote adequate time and energy between them. However, work-family stands are resolved through open family communication, which will pave the way to understanding each family member.

Furthermore, Lietz (2013) recognizes effective communication as essential in building and reinforcing family cohesion. The family members must have consistent and effective communication to avoid or lessen work-family conflicts. Symonds (2012) describes family communication as messages that are intentionally or unintentionally exchanged underneath a system of individuals that share a sense of collective identity that shares a shared history and a shared future, but also between the individuals and people outside of the system.

### Workplace

Emotional Solace highlights the importance of a positive workplace in improving mental state and how it helps work shifters manage stress in work. Work shifters are more satisfied with their jobs and are more emotionally positive when seen as an essential asset. For example, in a study by Alharbi et al. (2020), nurses who perceived their work environments to encourage nurses' contributions to organizational decisions were less emotionally exhausted, more satisfied in their jobs, and less inclined to leave their jobs. As described in the study, work-shifters' positive relationship is essential for emotional comfort.



Workplace stress is another consequence of work-related activities. Workplace pressure results from work-related activities, but it can also be a sign of a lack of social support. (Boscolo et al., 2012). Work shifters can create a support network with colleagues to help deal with workplace demands with a comfortable workplace environment. Social support signifies the prosperous social networks accessible to staff through colleagues, friends; managers; and employee assistance programs to assist staff in dealing with workplace stressors (Nair and Xavier, 2012; Walinga and Rowe, 2013). Another area that is important for your emotional health is your workplace environment. Having a positive work environment helps reinforce your support system. Quick et al. (2014) discover that when stress is accepted and embraced as an opportunity for a challenge to improve, employers can develop a better working environment and social network that thrives, flourishes, and becomes more resilient when confronted with stress. A positive workplace environment also benefits work-shifters mental health as it can lessen the psychological impact of the demanding job. A positive work environment has seen a decrease in the number of emotional strains nurses experience while working. Emotional strain encompasses emotional exhaustion, burnout, and stress (Wei et al., 2018).

## Colleagues

Colleagues are one of the people where the work shifters spent their college years; Working together on a project, writing and publishing research papers, helping each other out about different topics or subjects like studying together. There is no doubt that colleagues will significantly help the work shifters cope with their emotional stress. Support from colleagues is regarded as particularly important during change as employees have situational similarities with one another and similar concerns about how the process will impact them (Lawrence and Callan, 2011). When working with colleagues, camaraderie is established by sharing and lessening the workload. Connection helps the work-shifters establish a solid foundation of emotional aid from their colleagues, also known as emotional teamwork. It is the ability to attend to others and give encouragement to help mitigate situations where a colleague's emotional balance is at risk (Henckes & Nurok, 2015). Work shifters are often in distress and require more motivation and will to keep ongoing. In this situation, the colleagues attend to the work-shifters' emotional needs by conversing with them and asking how they are doing to keep their emotional balance at the right level. Work colleagues can also affect the workplace environment of the work-shifter. Wei et al. (2018) found that workplace relationships were vital in establishing and maintaining a healthy work environment. Nurse workplace relationships significantly affect the nurses' psychological health, job performance, and productivity, highlighting the importance of establishing positive relationships with their colleagues to supply the work-shifters' emotional needs.

The work pressure and emotional stress that the work-shifters experience makes emotional Solace a critical source of emotional comfort in coping with their stresses. For instance, Van de Ven et al. (2013) elucidate those employees in the technology sector face emotional job demands, harming their emotional wellbeing. Therefore, emotional job resources are essential to prevent emotional exhaustion among employees. Therefore, the work-shifters need to have the right amount of job resources available to compensate for their emotionally demanding job and balance their stress levels.

## CONCLUSION

As the study analyzed the participants' responses, the work shifters aimed to provide for their families better while working in a healthier work environment. In addition, they ought to seek better opportunities for themselves as their workplace also changes for the better. Dissatisfied with their conditions in the previous company, they transferred to their current one.

Work shifters have to undergo various screenings to get accepted to a new work environment as part of seeking a better future. Human resource management tends to consider work experience essential to getting accepted in different fields of specializations. Work experiences contain a variety of scenarios that depict what it is like to be a work-shifter and the rewards and drawbacks that come with it, from both their prior and current employers. The management, work conditions, and occupation evolved as significant conclusions and determinations with work experiences.

Many difficulties and challenges are experienced by many work shifters every day. The difficulties they experienced at work include lack of sleep, lack of proper diet, heavy workload, adaptation problems, and minor problems in developing good communication with coworkers. Work shifters developed their own sleeping routine, proper diet and interacted with their coworkers to be comfortable when interacting and lessen their problems. Furthermore, the work shifters addressed their workload by developing the mindset that helped them face their heavy workload.

Working can be stressful and unyielding while pursuing development with their jobs. However, the agonizing hours of work make an employee realize the different obstacles that come with their chosen profession, making workers more motivated to thrive and pursue their profession without hesitation. Unquestionably, an irregular work schedule can be demanding, but it is all part of working individually successfully.

Emotional Solace plays a vital role in dealing with the work-shifters' emotional stresses from their hectic jobs. The work shifters utilize a variety of emotional comfort sources. Each of the comfort sources has a significant factor in balancing out the emotional stress gained by the work shifters. The family, workplace, and colleagues are some of the primary sources of comfort for the work-shifters. These sources collaborate to aid the work-shifters' in consoling them from their stressors.

Beneficial to the improvement of this research, future researchers must expand this study with the help of interviewing more participants. Acquiring more responses would help have more accuracy in this topic's findings. The current researchers also suggest discussing different themes that target the benefits of being a work shifter. Furthermore, limited related studies support this research as work-shifting is not common in the work industry. Thus, creating a study about this topic is advantageous to the research industry and the work shifters.

## Work Strategies

Work-shifters experience numerous work-related problems daily. Therefore, work-shifters create their work strategies to help lessen their work-related problems. Work strategies focus on how the work shifters create an alignment between the work environment and how an organization or business functions in a workplace. It is crucial to consider, primarily because both the workers and the business depict the

productivity of the workers and the organizational effectiveness as it is a key to having a successful business. Therefore, work shifters develop strategies to ensure that they can work at their peak performance despite setbacks.

Work shifters with a heavy workload have difficulty finding time to sleep because of their hectic schedules, discussing relevant information on how the work-shifters manage their workload to limit their stress. To explain how work shifters experience difficulties because of workload, Ryu (2017) discussed how they gained injuries due to their heavy workload, specifically in an electronics factory in South Korea. Their study stated that during their experiment, they discovered that the electronic factory workers who have a rotational shifting schedule have more heavy workloads and have more work-related injuries than those non-shift workers. To be precise, the current shift workers presented a 2.65-fold higher risk of work-related injuries during the last 12 months than non-shift workers. In addition, past shift workers showed a 1.71-fold higher risk of work-related injuries compared with non-shift workers.

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### **Career Growth**

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The hectic schedule of the occupation can be detrimental to the worker's mental health. Regardless of the type of work, the unpredictable schedule challenges shifters adjusting to their work environment while performing their duties and tasks. According to Zhao et al. (2019), various studies found a correlation that people who work shifts across different occupations experience poorer mental health. Aside from poorer mental health, work-shifters experience several mental disorders such as sleeping disorders and anxiety that affect emotional health. A study by Cheng & Drake (2019) shows that there has been concern about the repercussions of shift work on a person's emotional health due to its effects on sleep, circadian rhythm, and affective functioning.

Work shifters experience poor mental health due to the nature of their hectic job and stressful working schedules. Having an unpredictable work schedule was significantly related to higher levels of anxiety and depression (Niedhammer et al., 2015).

Work shifters find ways to cope with their emotional stress by asking for emotional comfort from their family by indulging in family bonding activities such as recreational, spiritual, gatherings, and the like. Family bonding time, social gatherings, family conversations, strong family relationships, and sharing information about their thoughts and feelings can strengthen families and protect them from stressful situations (Friedline, Chen & Morrow, 2020; Mariani et al., 2020; Salin et al., 2020; Liu et al., 2019; Liu et al., 2017). Their family is one of their sources of gaining the willpower and resilience to overcome and cope with their emotional stress after working several shifts. Family resilience is a family's capability to cope with living by maintaining a cohesive family, by lessening the stressful impact of a situation through an interpersonal or social process, as well as by identifying and accessing resources overtime to return to the pre-crisis situation quickly (Wu et al., 2020).

Apart from the reinforcement bringing emotional Solace to the work-shifters yet, a family can also be the source of stress because of the tentative work schedules. As a result, work shifters cannot provide enough time for their family, which causes work-family conflict. Zhang et al. (2017) highlighted that the work-family conflict occurs when an employee's long work hours and work demands interfere with family responsibilities. Hence, failing to devote adequate time and energy between them. However, work-family stands are resolved through open family communication, which will pave the way to understanding each family member.

Furthermore, Lietz (2013) recognizes effective communication as essential in building and reinforcing family cohesion. The family members must have consistent and effective communication to avoid or lessen work-family conflicts. Symonds (2012) describes family communication as messages that are intentionally or unintentionally exchanged underneath a system of individuals that share a sense of collective identity that shares a shared history and a shared future, but also between the individuals and people outside of the system.

Emotional Solace highlights the importance of a positive workplace in improving mental state and how it helps work shifters manage stress in work. Work shifters are more satisfied with their jobs and are more emotionally positive when seen as an essential asset. For example, in a study by Alharbi et al. (2020), nurses who perceived their work environments to encourage nurses' contributions to organizational decisions were less emotionally exhausted, more satisfied in their jobs, and less inclined to leave their jobs. As described in the study, work-shifters' positive relationship is essential for emotional comfort.

Workplace stress is another consequence of work-related activities. Workplace pressure results from work-related activities, but it can also be a sign of a lack of social support. (Boscolo et al., 2012). Work shifters can create a support network with colleagues to help deal with workplace demands with a comfortable workplace environment. Social support signifies the prosperous social networks accessible to staff through colleagues, friends; managers; and employee assistance programs to assist staff in dealing with workplace stressors (Nair and Xavier, 2012; Walinga and Rowe, 2013). Another area that is important for your emotional health is your workplace environment. Having a positive work environment helps reinforce your support system. Quick et al. (2014) discover that when stress is accepted and embraced as an opportunity for a challenge to improve, employers can develop a better working environment and social network that thrives, flourishes, and becomes more resilient when confronted with stress. A positive workplace environment also benefits work-shifters mental health as it can lessen the psychological impact of the demanding job. A positive work environment has seen a decrease in the number of emotional strains nurses experience while working. Emotional strain encompasses emotional exhaustion, burnout, and stress (Wei et al., 2018).

Colleagues are one of the people where the work shifters spent their college years; Working together on a project, writing and publishing research papers, helping each other out about different topics or subjects like studying together. There is no doubt that colleagues will significantly help the work shifters cope with their emotional stress. Support from colleagues is regarded as particularly important during change as employees have situational similarities with one another and similar concerns about how the process will impact them (Lawrence and Callan, 2011). When working with colleagues, camaraderie is established by sharing and lessening the workload. Connection helps the work-shifters establish a solid foundation of emotional aid from their colleagues, also known as emotional teamwork. It is the ability to attend to others and give encouragement to help mitigate situations where a colleague's emotional balance is at risk (Henckes & Nurok, 2015). Work shifters are often in distress and require more motivation and will to keep ongoing. In this situation, the colleagues attend to the work-shifters' emotional needs by conversing with them and asking how they are doing to keep their emotional balance at the right level. Work colleagues can also affect the workplace environment of the work-shifter. Wei et al. (2018) found that workplace relationships were vital in establishing and maintaining a healthy work environment. Nurse workplace relationships significantly affect the nurses' psychological health, job performance, and productivity, highlighting the importance of establishing positive relationships with their colleagues to supply the work-shifters' emotional needs.

The work pressure and emotional stress that the work-shifters experience makes emotional Solace a critical source of emotional comfort in coping with their stresses. For instance, Van de Ven et al. (2013) elucidate that employees in the technology sector face emotional job demands, harming their emotional wellbeing. Therefore, emotional job resources are essential to prevent emotional exhaustion among employees. Therefore, the work-shifters need to have the right amount of job resources available to compensate for their emotionally demanding job and balance their stress levels.

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## BIOGRAPHICAL SKETCH



**Fatima Alene O. Nacario** is a Grade 12 Senior High School student who is under Science Technology Engineering and Mathematics (STEM) strand of Philippine School Doha. She also received multiple awards and recognitions throughout her academic years. One of her notable achievements was being a part of the C.A.T. Batch Hotel and served as a C/2nd Lt. Officer during her junior and senior years. She is also part of the school newspaper, The Link, as a literary writer. Furthermore, this student was the lyricist of the song that won and was chosen as the graduation song for their batch's Convocation. Her love for music had encouraged her to share her talent as she participated in the Battle of the Bands 2021-2022. Although her strand is different from the career path she wishes to take, her dream is to become a Clinical Psychologist as she hopes to finish her studies, both Bachelor of Science in Psychology and Master of Science in Psychology, as a graduate in Arden University.



**Hannah Mae H. Mendoza** is a student of Senior High School, currently enrolled as a Grade 12 student in Philippine School Doha for the school year 2021-2022 in the Academic Strand of Science, Technology Engineering, and Mathematics. She has graduated from Preparatory, Elementary, and Junior High School at the same school. In 12th grade, Hannah tried to join the screening for The Link and was pleased to pass as a Campus Photojournalist at her school. She also earned the title of being a Documentary officer in their section. As a result, Hannah discovered her love and passion for photography. As a senior high school student, she is working hard to achieve her dreams of studying at an excellent university to continue her tertiary education as a college student in the Bachelor of Science in Architecture course. As of now, Hannah is doing her best in her academics and education at Philippine School Doha.



**Kent Ryan D. Baluyot** is currently studying in Philippine School Doha as a grade 12 student under the strand of Science, Technology, Engineering, and Mathematics (STEM). He is a member of the PSD Basketball varsity. Also, he has an interest in computer programming. He was also awarded as the Junior High School Mr. intramurals 2019. In his free time, he likes to play basketball, work out, jog, and spend time with his friends. After completing high school, he plans on taking up a Data Science and Artificial intelligence degree at the College of the North Atlantic - Qatar (CNA-Q). On top of that, he is a content creator, specifically on Tiktok.



**Cedrick Nathan S. Butiong** is currently a Grade 12 student under the Science, Technology, Engineering, and Mathematics (STEM) and will graduate from Senior High School in 2022. He plans on attending De La Salle University in college with the course of Business Studies, and after that, he plans to take on flying school as he is an aspiring airline pilot. He is a student of good morals and is willing to take on different challenges that are present. He strives hard to attain an above 90 marks in all of his subjects and perseveres in his daily life. He is a confident, perseverant, easy-going student who aims to be the best version of himself at all times. His favorite subject is science, as he uses the subject to understand the world around him and apply what he has learned from the subject in daily life. He completed Junior High in the year 2020. He loves playing sports, especially swimming, and has competed in various swimming competitions

here in Qatar. Aside from swimming, he loves to play basketball. His hobbies are playing instruments, cooking, and exercising.



**Roniel Matthew C. Gayda** is a grade 12 student studying in Philippine School Doha (PSD) enrolled in the Science, Technology, Engineering, and Mathematics (STEM) strand for 2021-2022. After completing his Junior High School year in Philippine School Doha, he was a bronze awardee. Gayda is also a CAT officer from 2019-2022 who is willing to lend his service to the whole school community. He also received the Cadet officer of the year award for 2019-2020. Gayda won the Sci-Banner Making contest for his grade 10 class and won the Champion place. He also joined the JHS 2019 Intramurals of Table Tennis (Boys) and was a Silver 1st runner-up. Gaydahas a background in engineering since Civil Technology was his course for his Technology Livelihood Education (TLE) subject and was also a consistent ranker and Best in Civil Technology in his class during grade 10. After graduating from grade 12 this coming April 2022, he plans to study at the University of Santo Tomas in the Philippines and take Mechanical Engineering as his course. He is a humble

student with good morale, willing to lend a helping hand in any way possible. He strives to keep on going despite the failures and setbacks he has encountered along the way. His goal is to pursue a stable career that will benefit future generations and support his parents and siblings in the future.



**Mohammad A. Guro** is a Grade 12 student who enrolled in the Science, Technology, Engineering, and Mathematics (STEM) Strand for 2021-2022 in Philippine School Doha. He plans on attending Mindanao State University in the course of Accountancy. He is a student who has good morality. Mohammad has achieved a bronze Laureola in the first semester of 2020-2021. He graduated from junior high school from 2019-2020 with a general average of 91.978 and a special award of Subject Proficiency in his TLE Course Computer System Servicing (CSS). Mohammad is also a consistent class rank achiever, with the 4th rank being his highest rank achieved. Mohammad is also a three-time Math Olympics finalist from School Years 2016-2017 to 2018-2019. He won the Science Manipulative Toy Contest and became a Science Olympics Finalist in the School Year 2019-2020. Guro achieved all of these feats in Philippine School Doha. His favorite

subject is Mathematics because he is comfortable when solving Math problems and puzzles such as word search. Guro also loves playing sports

like Basketball and Volleyball. Aside from that, he would play video games such as Valorant and NBA 2K20 Mobile during his free time. He also loves studying, and he hopes to finish his studies to start repaying his parents, who supported him. He aims to achieve all of this while following his motto in life, "If one can do it, then why is there a reason not to do it again?"



**John Angelo C. Sillano** is a grade 12 student studying in Philippine School Doha (PSD) enrolled under the Science, Technology, Engineering, and Mathematics (STEM) strand for 2021-2022. After graduating, he plans to take up Electrical Engineering at the University of Santo Tomas. He received a silver Laureola in the first semester of 2021-2022. He also received a bronze Laureola in both semesters of 2020-2021. Angelo graduated from Junior High School and was a bronze awardee. In Grade 10, He achieved first place in the Math Olympiad. Sillano has background knowledge of computers due to his Technology Livelihood Education (TLE) specialization, Computer Systems Servicing (CSS). He is a diligent student with an optimistic outlook in life who is willing to help anyone when asked. His favorite subject is Mathematics, in which he can think critically to solve math problems. His hobbies are playing video games and reading

fantasy books. He always tries to learn from his past failures and experiences and attempts to be a better version of himself every day. His goal is to finish college and find a stable career to support him and his parents.



**Louissa M. Garzo**, a Grade 12 Senior High School student in Philippine School Doha, is studying Science Technology Engineering and Mathematics (STEM). She is a member of the PSD HIYAW dance troupe and the PSD badminton club. She achieved a lot of awards in her school including, Excellence in performing arts, 3rd runner up in a Filipino essay writing contest, multiple awards in badminton during their intramurals, and a 1st runner up during the Ultimate Dance Battle held in their school. Louissa is also a trained competitive swimmer and a reliable leader with experience as a consistent class officer and the PSD Hiyaw Dance Troupe secretary. Louissa expects to graduate from Senior High School in April 2022. After graduating from Senior High School, she expects to continue her education through college in medicine. Once she finishes college, she aspires to be one of the best doctors in the world. She spends most of her time

studying, watching movies or TV shows, playing games, dancing, participating in church activities, and most especially, spending quality time with her friends and family. She also enjoys discovering new things and improving her skills, wildly dancing. She often attends other research, medicine, and many more seminars, striving for success. She lives by the quote, "The road to success and the road to failure are almost the same" it means that even though we fail, we shouldn't give up because failure is also a road to success.

