# The Journalists' Path: Understanding the Work-Life Balance of Media Practitioners in the State of Qatar, A Phenomenology

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## Abstract

***Background:*** Print journalism has always been a long-winded task. Sometimes, this can even take more time than necessary. This creates a hurdle that makes journalists' lifestyles more challenging by balancing work with their personal lives—keeping up work ethics; sustaining the privacy of their jobs while interacting with loved ones. With the strict guidelines of Qatar on media, journalists find it hard to carry on the formalities. ***Methods:*** Within this context, this research paper aims to infer the work-life balance of print journalists working in the State of Qatar. This phenomenological study sets its sights to capture the concealed side of journalists and how they cope

with their struggles, relating to the central question "What are the everyday struggles of print journalists in Qatar?" *Findings:* Based on the verbal deliberations of the study's participants, four themes have emerged. These are: (1) Managing Work Schedules which include the subthemes, Time Relativities and Time Managements; (2) Creating Work-Life Balance which includes Personal Boundaries and Personal Conflicts; (3) Maintaining Intimate Relationships that includes subthemes, Personal Relationships and Personal Well-Being; and (4) Respecting Cultural Differences which consists of the sub-themes, Cultural Barriers and Cultural Meanings. *Conclusion:* Established from the current results, Qatar's print journalists managed to generate an equilibrium that could preserve both their work and personal lives, balancing both weighted responsibilities. *Recommendations:* This study offers a great aid to future researchers who wish to improve or conduct a further undertaking of this subject matter. The results collected may also offer great insights and reflections on the side of the journalists and the hurdles they face on a daily basis. Moreover, this phenomenological study will cater as a guide for future studies on the lived experiences of print journalists in Qatar or in other regions of the world.

*Keywords: Print Journalism, News Media, Work Experiences, Personal Experiences, Professionalism*

## INTRODUCTION

There is no denying when one says that humans are social beings. By nature, humans seek the truth and constantly desire information. This human nature is where journalism comes into play and how it is weaved into our society. Kantilaftis (2014) emphasized that, "Print Journalism investigates and delivers information to the general public." This journalistic practice has not only served the truth-seeking people but has contributed to society as a whole.

Kantilaftis (2014) further stated that, media, such as printed and digital materials, is considered "a nation-building source as it can unify a state through one platform." It means that the media is responsible for the punctual broadcasting of timely information and global events since it links to the general public and the journalists. This practice of spreading information imposes change and awareness in the community. For example, information dissemination has urged accountability and assisted in the political field. Alexander (2019) clearly identified that, "It has exposed corruptions in political councils and influential individuals' misbehavior." Hence, it places journalism responsible for going above and beyond to shed light on national and worldwide issues.

Similar to all societal aspects; however, journalism was limited in the past. McQuail (2013) stated that "journalism is associated heavily with the printing press. In this sense, the emergence of newspapers became related to modern society." According to Crowley & Heyer (2011), "printing birthed general news information; at first, the news was spread through oral and hand-written methods, but the newfound printing technology gave way for printed newspapers and the escalation of access to economic and political information." It means various print media types, such as newspapers, served as a medium for the public to remain informed. Furthermore, Chartier (2014) emphasized that printing profoundly affected western cultures as "there was no administrative use for this, and everyone could share their thoughts and pleasure." This invention reached not only the wealthy and privileged but for everyone.

As Journalism rose in popularity, there was then a need to sustain information flow to the truth-seeking society; this comes with a disadvantage to the journalists who will encounter difficulty making time for personal affairs after work. Kumar & Gowda (2018) elaborated that "the media

industry's continuous changes cause an unbalanced work and life ratio."  With these changes, several stressors emerge as the journalists struggle to cope.  Reinardy (2011) stated that journalists expressed "intentions to quit the profession and showcased signs of exhaustion and cynicism; the print journalists were also subjected to "burn-out" as they only showed moderate rates of efficiency in the workplace."  Also, not only were they experiencing work stress, but they also implored assistance from their companies. Muala (2017) emphasized that "companies act as a moderator between tasks and the stress that the journalists may feel from it."  There is a need for the management to offer support to alleviate their pressure and push them to produce quality work.

Hence, there is a need to support and understand these journalists who will partake in this venture to continue providing factual and concrete news information.  This study provides a new perspective on print journalists as this paper discusses the journalists' lives themselves and not the issues present in journalism.

Subsequently, the research seeks to answer the questions related to print journalists' struggles and adjustments they have to adapt to maintain a work-life balance.  As mentioned, it aims to understand the varying struggles that Qatar's journalists face and gain insight on how they manage to balance their work and personal lives separately.

The data collected from the respondents helped form the different themes that reflect the experiences of the journalists: i.e., **"Time Relativities" and "Time Managements"** that describe the amount of free time the journalists typically have; and **"Personal Boundaries" and "Personal Conflicts"** that refer on how the journalists create a balance between their relationships and professional lives. Then, the themes; i.e., **"Personal Relationships" and "Personal Well-Being"** that describe how print journalists maintain their relationships intact and preserve their well-being while staying committed to their work; and **"Cultural Meanings" and "Cultural Barriers"** that discuss how the workplace addresses these barriers and surpass them. The themes garnered are of great assistance and relevance to the study.  Vaismoradi et al. (2016) stated that themes are "implicit topics that organize a group of ideas and allow them to answer the research questions."

The research utilized the IMRaD (Introduction, Methods, Results, and Discussion) format in this context. The study also used the Qualitative Research design and Phenomenological approach to understand the respondent's experiences and behaviors properly.  Virtual interviews were held to gather responses and data.  With the collected information from the respondents, themes and categories emerged that described the collected data.

The garnered data from this study and the results from various collected sources deduce that print journalists have gone through many mental and emotional strains—the difficulties in balancing both personal and work lives.  The hefty and risky workload from journalism creates an obstacle that jeopardizes self-care. This study intends to take a glimpse of the journalist's side and the distress they partake.

## METHODS

### Research Design

The study used the IMRaD (Introduction, Methods, Results, and Discussion) format and employed a Qualitative Research design. Busetto et al. (2020) defined Qualitative research as "the study of the nature of phenomena, including the quality, different manifestations, the context in which they appear or the perspectives from which they can be perceived, but excluding the range, frequency, and place in an objectively determined chain of cause and effect." Moreover, a phenomenological approach was used in the study. Creswell (2012) explained that the utilization of phenomenology as an approach to research "focuses on the commonality of a lived experience within a particular group." For data analysis, inductive reasoning was used in categorizing qualitative data for thematization. Through the aforementioned qualitative strategies, the researchers were able to gain insight and understanding of the work-life balance of print journalists in the State of Qatar.
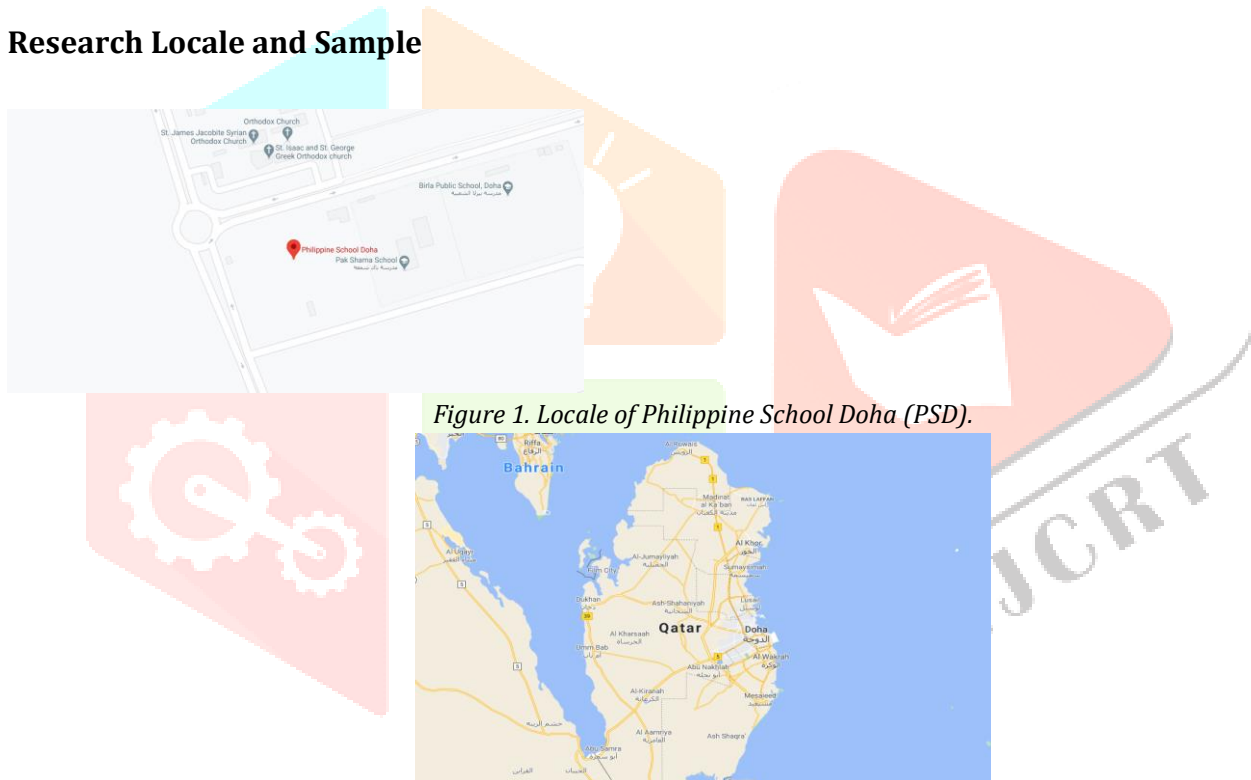
### Research Locale and Sample



*Figure 1. Locale of Philippine School Doha (PSD).*



*Figure 2. Locale of study: state of Qatar.*

This study took place in Philippine School Doha (PSD), the first Philippine Science School in the middle east; it is located in Doha, the capital of Qatar, established back in October 1992. This school institute was selected due to the accessibility of the researchers and the researchers' adviser. Seven print journalists were chosen by the researchers, to share their work and life experiences in Qatar. The selection process followed the purposive sampling strategy, which allowed for selecting a sampling frame that may be most affected by a specific issue (Valerio et al., 2016). The researchers based their selection on the following criteria:

1. Print Journalists in Qatar; and
2. 5-20 years of experience in the field of Journalism.

The researchers did not limit to a specific sex, both males and females were included in this study. The nationality of participants varied, which means the researchers did not focus on one race or ethnicity alone. The participant's ages ranged from 35 to 40 years of age, and all the participants are print journalists who mostly took AB Mass Communication. The researchers interviewed five males and two females. The nationalities of the participants were: four Filipinos; one Nigerian; one Pakistani; and one Indian.

**Data Collection and Ethical Consideration**

In order to ensure an attainable and feasible study, the researchers followed an organized process to be able to gather the necessary data. First, the formulation of a central question helps the researchers identify and specify aspects of the problems to focus on. To further define the main question at hand, specific questions were mapped out. Afterward, the researchers continued to hypothesize, which then results in the creation of the twenty-five developmental questions. Chosen experts in the field validated these twenty-five questions.

Henceforth, the researchers proceeded to conduct the study. To start, the researchers looked around for participants that would volunteer to cooperate in the interview. The researchers used sites like LinkedIn and websites of Qatar's news stations (Al Jazeera, Gulf Times, etc.); connections from friends and family were another method used to find the participants. Consent letters were then provided to the participants to assure their voluntary engagement in the interview. These letters were sent to the participants via email, using the Google Mail platform, which they have gone through and given their permission. Subsequently, the researchers inquired about the participants' availability to schedule the time to conduct the interview. During the interview, the researchers assured that the recorded responses acquired from the interview will only be used for educational purposes and as means to carry out the study. Research ethics and protocols were followed throughout the research process. The participants were affirmed of free will, not to be investigated further nor to answer personal questions.

The data collected from the interviews, using the built-in recording feature the Zoom application offers, were then transcribed deliberately by the researchers. Essentially, the researchers guaranteed the participants that personal information present in the robotfoto and the material gathered from the interviews will be kept with the utmost confidentiality.

**Data Analysis**

The study is qualitative in nature. Hence, the primary source of data comes from the experiences and verbalizations of the print journalist-participants. The first level of qualitative analysis adheres to the following steps:

The emic and etic transcriptions were done after interviewing the participants. Then the cool analysis shows the summarized responses from each interview question. Afterward, the cool to warm analysis grouped the responses into categories and themes that were shown in the dendrogram. Finally, the simulacrum was composed of the different themes that emerged from the responses. These themes are: (1) Respecting Cultural Differences, which pertains to the way the journalists handle and communicate well with foreign workers in Qatar. This theme contains the following subthemes: Cultural Barriers and Cultural Meanings; (2) Creating Work-Life Balance, that focuses on the

journalists' efforts to maintain a solid boundary in work from family and friends, it also tackles the way a print journalist addresses a boundary that is broken due to their familial connections.  This theme includes Personal Boundaries and Personal Conflicts; (3) Managing Work Schedules, focusing on how the respondents adjust to their work schedules, and how the schedule is a determinant to the amount of free time that they will lose or be able to get.  Time Relativities and Time Managements were the identified sub-themes.; and (4) Maintaining Intimate Relationships, deals with the journalists' attempts to upkeep their relationships with peers and family, and themselves through leisure and health-related bonding activities. The sub-themes for this are the following: Personal Relationships and Personal-Wellbeing.  In addition, the second level of qualitative analysis comes from the other related literature and studies that give the researchers relevant ideas to strengthen the qualitative findings.

## RESULTS

Print journalists undergo a series of challenges as they tackle their literary endeavors.  The simulacrum illustrates these struggles as they attempt to make room for personal and familial responsibilities.  Four themes have been specified in this regard:  Respecting Cultural Differences, Creating Work-Life Balance, Managing Work Schedules, and Maintaining Intimate Relationships.  These themes contribute to each other; without one aspect fully prioritized, the print journalist compromises their work and life balance.
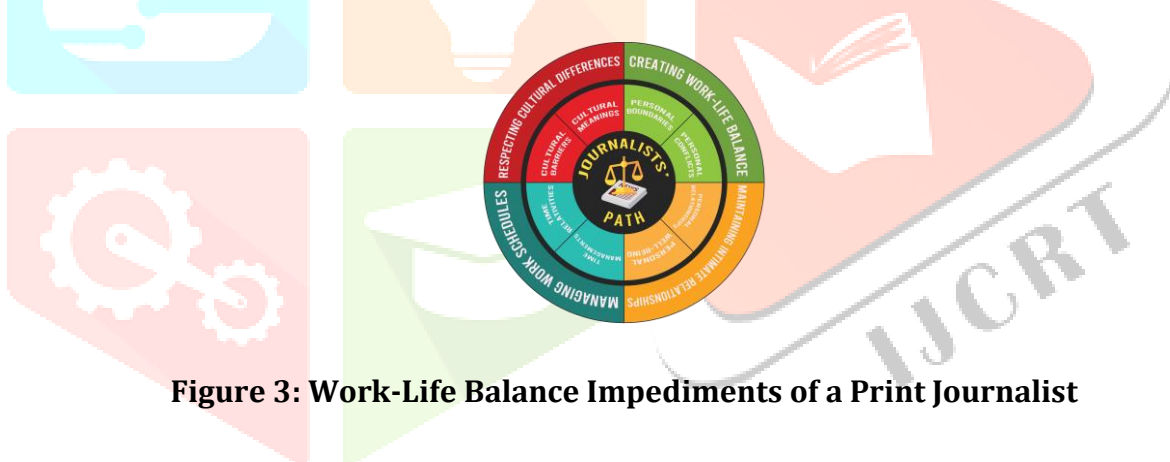


**Figure 3: Work-Life Balance Impediments of a Print Journalist**

A scale was placed in the middle of the simulacrum to symbolize the summary of all the themes, which is to support the journalists' balance of work and life.  Underneath the scale is a newspaper with a white and maroon color palette to denote the occupation of the respondents and the geographical location of their profession.  The circular design emphasizes the importance of the four themes working together.

## Respecting Cultural Differences

Naturally, diverse workers are gathered in a particular work environment. With this in mind, print journalists also navigate cultural differences during special assignments or field research.  This activity requires knowledge of the language spoken in the event and interpersonal skills to approach persons with valuable information.  However, there are instances where journalists struggle with this hurdle; as they stated:

*"We call it newsgathering. When covering an event, it's challenging if it's in full Arabic.  Personal interaction is also a difficult issue to deal with." (P1)*

*"It is not too hard.  Let's take the Mahaseel Festival as an example.  I looked around, took pictures, asked some people a few questions, and made notes.  Then, I came back and wrote about it. If you have to go to the government, you may need to get information from the Ministry of Labor.  This is not always easy because sometimes they do not understand you, or they do not want to answer your questions.  I personally enjoy it; it is nice to get out of the office and get some fresh air while doing work." (P5)*

On the other hand, participants expressed the convenience of field research as a natural part of the work description of print journalists.  Specifically, this helps them get exposed into different cultures; as they stated:

*"I think so, we often go to museums for art and culture is part of my meet.  We also usually attend different media tours in Qatar or sometimes in abroad." (P2)*

*"It's refreshing to do field research. Outside the workplace is a dimension of new breath, gathering information and community service puts me at comfort" (P3)*

In the workplace, the supervisors are also an integral part of the work-life balance of print journalists. They determine the workload and stress their workers may face. There is no assurance that these supervisors have the same nationality as the journalists to correlate this with cultural differences. Thus, there are observable difficulties in confiding with these supervisors about the journalists' tasks. There are even situations where the supervisors provide to the distress their workers feel; as stated:

*"No. Because the stress comes from my supervisors themselves." (P1)*

Additionally, a respondent learned to solve these stressors themselves and expressed the gap in understanding polarizing perspectives, as stated:

*"I have a couple of times. I get more stressed when I talk to them because I feel like they do not understand my point of view.  There are times where they have listened and solved the issue, but I try to manage them on my own since I do not think anybody else can help me deal with the distress I have at work." (P5)*

However, some workplaces overcome these boundaries and help promote healthy communication to address concerns, as they stated:

*"I have an open communication with my sponsor.  We're able to address certain issues or worries to each other." (P7)*

*"We always tell our editors if a certain event or press conference is incredibly stressful. For instance, when we can't get the data we need. We tell these things to our editors and try to strategize to avoid these circumstances in the future or think of ways on how to get the data for our stories." (P2)*

*"Complaints are brought up to your supervisor, these are tackled every day. If you have one, you go to your supervisor so they can bring it up to the organization on your behalf." (P3)*

*"Yes, it happens on days when I am given a task requiring too much effort, so I try to convince my boss that I can't do the work within the given deadline. There is nothing to get angry about as we discuss and find a solution together." (P4)*

Regarding interaction with one's co-workers, it is inevitable that a print journalist's work environment can become a diverse space. Hence, adjusting to cultural differences is vital to have harmonious relationships and assimilate oneself with contrasting cultural backgrounds; as they stated:

*"As an African working in Qatar, a cosmopolitan city. There's a mix of nationalities and it's your responsibility to learn and understand each other's culture. Create a balance by respecting each other and setting boundaries on those." (P3)*

*"Yes, because I work in a place where there are people of different nationalities. I wondered why people feel uncomfortable, but I realized it was because we come from different cultural backgrounds. So, I try to respect them and learn about their cultures." (P4)*

Language barriers are a common concern with cultural differences inside one's workspace since miscommunication may occur. Additionally, it can become a hindrance to data gathering as not all events have hired translators; as they stated:

*"The number one cultural difference I have experienced would be language barriers. The people I normally deal with during training would be Indians, Bangladesh, and Nepali. I only speak two languages, Filipino and English; some do not understand English well so it is difficult to convey what I wanted to say." (P6)*

*"So far, the language barrier is a cultural difference as there are a number of events in Arabic that would have no translations. Other than that, there's nothing as the people here come from many different countries. Oftentimes Arabic journalists are even the priority, we let them work first to avoid mix-ups then we follow after." (P2)*

Given that diversity can exist in a newsroom, a print journalist's colleagues may have opposing personalities and use unfamiliar non-verbal cues that would lead to misunderstanding. However, one respondent realized that it is their norm in communicating with one another, as stated:

*"So, this is what I am saying about my colleagues, they have abrasive personalities. They mostly converse with hand gestures. That's not usual in the Philippines so I would misunderstand. But turns out that is how they really speak." (P1)*

Moreover, these language barriers can be apparent in written publications because they involve diverse voices. To avoid complications in this aspect, respondents arrange assistance in terms of the language written, mainly when it is derived from a different dialect; as they stated:

*"Basically, none, the information we report should be accurate. The events we attend are 95% in Arabic most of the time. Going back to the office, it should be double-checked with your supervisors." (P1)*

*"I make sure that I do a language pre-assessment before training; arranging a translator for them so that everything that I say in English during training, would be translated to them in their own language. It would be a waste of time and resources if people don't understand you." (P6)*

*"No. We have someone who checks our articles before publishing. They let us know if there are faults in our write-up or there are changes that have to be made." (P7)*

Ultimately, in matters that can cause conflict, cultural beliefs can worsen these instances. To avoid unnecessary tension, news editors have to step in to deflect these discussions, as stated:

*"I haven't experienced any conflict for we're in an environment where we usually don't discuss matters regarding beliefs. However, sometimes colleagues would open topics about religion, but our editors try to divert the topic to prevent any conflict." (P2)*

Often, there needs to be careful consideration of these cultural differences where the respondent willingly adapts to certain circumstances when their traditions are tested; as stated:

*"Everyone has different cultures, beliefs, and religions. I always make sure to consult first. One instance is where a friend invited me to a party and the food that they serve has an extraordinarily strong taste. I took a small portion and ate it, just to show respect and to avoid offending people. I learn everything through experience." (P6)*

Pertaining to non-verbal communication, conflict can also stem from this because it can be interpreted differently by other nationalities; as stated:

*"Conflicts arise because of different mannerisms and gestures. However, it's important to be unprejudiced and bear in mind mistakes created from the past and to learn from these." (P1)*

Other than familiar surroundings, cultural differences emerge in one's work setting. It is not only limited within the newsroom, but it is also present when a journalist does field research to write an article by themselves or with their colleagues. While it can be safer to avoid acknowledging these differences, requesting assistance from one's supervisors or taking the initiative to learn about other people's customs can lessen conflict effectively. Therefore, respecting cultural differences creates a harmonious work environment for everyone involved.

**Creating Work-Life Balance**

In a society wherein the need for information remains in-demand, and its dissemination is much more rapid than how it used to be, it is a known fact that the news never sleeps. Thus, creating a healthy work-life balance is imperative for print journalists who work tirelessly to deliver factual and accurate news while handling their personal lives simultaneously.

Despite this, establishing boundaries and ensuring that one's loved ones are aware of them is a vital component to avoid blurring the lines between a journalist's personal and professional life; as they stated:

*"My family is aware of my availability and understand that they can't contact me in my work hours unless it's an emergency." (P3)*

*"As a professional employee in Qatar, I make sure I prioritize my job first since it is my main source of living. I also make sure, that my family has enough time with me. About my friends, whenever they ask me for favors regarding their work, I make sure that it will not affect my job. I have set my boundaries by dealing with everything in a professional way." (P6)*

Another method to establish boundaries is minimizing additional assignments to be done in the household. As said by a respondent; as stated:

*"What I hated the most back in the Philippines was where I had to bring my work home. I don't want to work at home, I'd rather do everything in the office. I would do a little bit of writing in the office, file it, and go home. That's some sort of boundary that I'm doing. I prefer not to bring extra work at home which is currently not happening to me." (P1)*

In another occurrence, a respondent experienced a scenario where boundaries were needed to be imposed in order to avoid unethical decision making; as stated:

*"The journalism practice is different in Qatar, so I don't need to set boundaries since I only have my wife with me. However, in the Philippines, I have to set boundaries as there are some unethical issues. For example, I have a lot of connections and sometimes friends or relatives would request their contact information. In my case, I set boundaries as these are unethical. But in Qatar, I have not experienced a similar issue for I mostly do developmental journalism. Actually, we don't even have many contacts with news sources." (P2)*

Some respondents have personal relationships outside of the country, in which they have to set a scheduled time to spend with them; as stated:

*"When it comes to work, I work.v As an Overseas Filipino Worker, my family is in the Philippines.v There's a 5-hour difference between Qatar and The Philippines. With that, I set a certain time to chat with them. Moreover, I usually spend my weekend with my friends." (P7)*

Moreover, it is crucial to adjust to one's work environment when met with unforeseen circumstances. One respondent mentioned that working at home minimized the gap between their personal and professional life because of the pandemic; as stated:

*"Yes, because when the pandemic happened, everyone was forced to work at home.  So, when I'm working, I get distracted because of my family.  However, that is understandable since we live together, but I tell my children to be quiet when they're noisy to not interfere with my work.  It is my way of politely saying to let me do my job." (P4)*

Unavoidably, work and life boundaries can also experience hindrances. In order to alleviate this, a respondent resorted to thoroughly explaining the nature of their boundaries; as stated:

*"It does get obstructive. The only way to deal with it is to explain that I have to keep working so that I am able to keep bringing in. Everybody has started to understand that I have my boundaries set and I stick to them. It is something that you have to get used to yourself." (P5)*

In a similar light, implemented boundaries with the workplace can get interrupted by strenuous schedules.  The respondent had to tackle the issue with compliance and discipline; as stated:

*"Because of my workload, my time is limited.  Since I am engaged in the Training and Development department, it is my job to train people.  Sometimes the training happens during weekends, during my day-offs.  I cannot refuse since it is a call of duty and it will affect my performance in the company.  They might terminate my employment and I will lose my job, along with my opportunity to be a news correspondent for [redacted]." (P6)*

Aside from forming boundaries and guaranteeing a mutual understanding between the people involved in a journalist's career and personal life, prioritizing one's work is key to maintaining one's professionalism.   Despite dealing with personal conflicts and distractions, one respondent emphasized that work comes first before anything else; as stated:

*"Sometimes, and it's not easy, personal issues can weigh you down, but work is work.  You have to put your emotions aside and be professional." (P3)*

However, it cannot be assured that print journalists will constantly defy personal struggles.  There are even times when they will encounter prolonged inability in writing.  A respondent explained their growth in terms of dealing with this outcome, but also revealing the regression they experienced; as stated:

*"Yes, it happened quite a lot when I was new to the job, but now, I have learned to separate my emotions from my work.  However, my problems still affect me since I am human.  Although I tell myself to focus on my work, it keeps interfering with my professional life." (P4)*

Although regression is a natural part of working, there has also been an instance where a respondent has cleared their mental blockage due to their responsibilities and prioritizing their job; as stated:

*"Yes, there has been a time where that has happened. My personal issues have to stay on the other side of the boundary. It happens, but my work comes first. I don't always have the capacity to push through, but there are also times where I have." (P5)*

There is a firm emphasis on staying professional amidst crisis in any career.  It is undeniable that one cannot always remain resilient during hard times.  Hence, a journalist may experience barriers such as having difficulty in writing; as stated:

*"Journalists are humans too. Even though there are many stories that I have to write, I cannot concentrate and deliver due to emotional stress, and work pressures are always present. I often scrap the stories I could not deliver well despite them being newsworthy. I still have to work despite being fatigued because I believe that I have the responsibility to inform every Filipino in the world, about the news." (P6)*

In different circumstances, homesickness is another challenge that print journalists face, especially if they are away from their home country; as stated:

*"No. Since it's a learning process and it's something in my age that I've already mastered. I've sort of developed this kind of professionalism. I wanted to provide for my family so I took the opportunity to work here. The only challenge for me, is being homesick." (P1)*

While work-life balance amalgamates the four themes presented, achieving a sense of balance between the two aspects requires boundaries in professional and personal settings. Even if it can be challenging to surpass impediments in the household, developing a stronger relationship and enforcing a consensus with one's kin and co-workers are significant. Moreover, it is also essential to emphasize journalistic responsibilities and assess the capability and capacity to perform these tasks without interference from external stressors. Creating a work-life balance does not favor one's life outside of work or assignments. On that account, it is up to the print journalist to seek an equilibrium to become an optimal colleague and companion.

### Maintaining Intimate Relationships

Journalism, like any other profession, stems from public opinion. Coinciding with the topic at hand, personal relationships can cause pressure on one's work.

Print journalists have established rapport and found common ground about their career with their loved ones, which allows them to be motivated in their duties; as they stated:

*"No, because I am the one who puts pressure on myself to do better in my work. Rather than pressuring me, my family is the one who motivates or inspires me to do well in my job." (P3)*

*"My wife is my greatest inspiration and motivation. We work in the same field and understand each other's work. There's a great balance from the support I receive." (P4)*

Print journalists deal with extensive pressure. Undeniably, journalism is a notoriously fast-paced and demanding field, with its purpose to enlighten and inform the masses. It may be a challenge for print journalists to balance their career and personal life. Thus, time with their loved ones may be compromised for work.

Furthermore, the news is vital as it empowers the informed. Being a print journalist comes with responsibility concerning the nature and demands of the job. With that, sacrificing their time is inevitable to attend their work and effectively deliver timely news to the audience' as they stated:

*"Sometimes I have to, fortunately, my wife understands the technicality as she can also relate with the demands of the job." (P3)*

*"Yes, I have to sacrifice my time. As a journalist, you have to set aside your personal matters since most news happens only once in a lifetime and the opportunity of covering for this news is something that I treasure. The people have their right to be informed so I need to sacrifice my time." (P6)*

As a print journalist, the pressure with the constant workload that they need to accomplish within a specific timeframe affects their relationships, as leisure time with loved ones become interrupted with work; as they stated:

*"Yes, it affects me a lot as I am mentally engaged with my work even if I am at home, so I would talk or spend less time with my family." (P3)*

*"It does affect my family, but not my friends. Sometimes I am under pressure. I have to focus in my job, so there has been times where my family comes and distracts me and I may take out my frustration at them. I have to focus on what I am doing, and sometimes they do not understand." (P5)*

*"At times, it affects my relationship with my family since they often tell me that I don't have time with them anymore. They sometimes feel like being ignored but I always make sure to explain to them that what I'm doing is important so that they understand my role as a journalist. I make up for the time that I lost with my family in return." (P6)*

Despite the workload, there have been times when print journalists excused themselves from work to be with their loved ones if necessary; as they stated:

*"There are times when I kindly request my editor to assign the work to another colleague since I have an important occasion to attend. In some cases, I file a leave if I still have compensatory offs." (P2)*

*"I have when my son was suddenly rushed into the hospital. I dropped all my current responsibilities to be with my family. Fortunately, there were no consequences." (P3)*

*"With my work, if there's an emergency in the Philippines or an important matter with regards to my family, I'll make sure to tell my sponsor. If it's not really important and that, it can wait, I'll wait until I have the time to talk to them." (P6)*

Print journalists have experienced discourse with their loved ones over constraints with irregular and conflicting work schedules. A respondent has emphasized that work is of utmost importance and a priority, and it is for their loved ones as well; as stated:

*"Despite having important matters to attend with my family, sometimes I have to prioritize my job. I always explain to my family that my job is the source of everything, that they are the ones that benefit from it, and the reason why I came here is to work. It's just a matter of communication between us and I let them understand the situation." (P6)*

Taking a break and time off from work is integral to one's well-being as it leads to sustained productivity and mental clarity. Although being a print journalist is time-consuming, they try to find time to rest, be with their loved ones and do leisure activities after work or day-offs; as they stated:

*"I make time to play sports, but because of COVID, these activities are a bit restricted. But things are getting better, so I make plans with friends and family. These relieve my stress and give me break from work." (P3)*

*"I try to find the time even though during weekdays it is a bit hard. On the weekends, I try to watch a movie as I cook or do other work so that I am able to relax. I have friends who can call me anytime. My friends and I go out sometimes, but if not, I watch TV or a movie while I iron or cook. So, I do get the time, at least I try to." (P5)*

News is progressively dynamic. With that, its approach is irregular. News indulgence has been inevitable to committed print journalists as they check on news and their work now and then to be up to date, even during their time; as stated:

*"I enjoy meeting my friends, reading, and photography. But I do not have a lot of time. I enjoy watching movies while working as well. The thing I enjoy the most is being with friends. It relaxes me. Even then, I still check on my phone for news. It has become part of my blood now." (P5)*

Hefty workload whose importance is valued tantamount to their daily lives, journalists have sacrificed time from personal lives to uphold their responsibilities as journalists. News Media is nonstop, resulting in journalists choosing one or the other. However, even with the conflict between the two lifestyles, journalists still find a balance to maintain relationships healthily while managing work. Regardless of the continuous work, these journalists search for ways to hold a stabilized significance between work and personal life.

## Managing Work Schedules

One of the demands of being a professional is maintaining a productive yet convenient schedule. In the context of being a print journalist, they must establish a border between their work and their leisure time to achieve a healthy balance of the two.

Moreover, print journalists need to have space in their tight schedules to spend time away from their work and enjoy their personal life; as they stated:

*"I'm free during my day offs, from Thursday to Saturday." (P7)*

*"My schedule is tight so I only get to spend time with family and colleagues during Fridays." (P3)*

Additionally, some instances give the print journalists the feeling of uncertainty regarding the amount of free time they have. Specifically, the amount of leisure time is affected by the amount of work; as they stated:

*"It depends, because when you have assignments it takes at least two hours, followed by transcriptions and story filing in the evening which takes a maximum of six hours. But if you don't have assignments, I spend a lot of my time at home or roaming around the city in the day then process or edit press releases and press work in the evening." (P2)*

*"As a journalist, our job is not limited to the office as we need to attend different events, making it hard for us to have free time.  However, it also depends on because there are times when the first half of the day becomes my time when there are no meetings." (P4)*

In this context, journalists need to have the ability to adjust their schedules in order to be flexible in managing their work and life balance; as they stated:

*"Yes.  In the Philippines, the news never sleeps so we are constantly working.  In Qatar, there is a lot freer time since it requires less effort compared to the Philippines." (P1)*

*"Yes, because I have adjusted my lifestyle according to my work-life balance." (P4)*

*"My working hours is flexible.  I'm also able to ask my sponsor if there are matters that I need to attend to, but if it'll be time-consuming, I'll fulfill it during my day offs." (P7)*

However,  a couple of respondents cannot be flexible with their schedules and have only a fixed amount of free time; as stated:

*"My working hours aren't flexible as I only have a Friday day off and I am normally busy in the evenings till midnight. I mostly have time from morning till noon unless I have an assignment." (P3)*

Achieving a balance between professional responsibilities and personal life may become a challenge to print journalists, significantly when society can now absorb much more information through various media.  It is essential to recognize a need for equilibrium between work and free time.  The workload may hinder the journalists' personal life, affecting other factors such as their time with their families or personal hobbies.  Maintaining a steady balance means that the journalists can enjoy their time and stay productive and efficient.

## DISCUSSION

Regularly employed people seek work-life balance out, but the nature of acquiring it is pretty unknown. However, Lewis & Beauregard (2018) explain that work-life balance is a social construct and a discourse.  It focuses merely on time-constraint white-collar workers.  Gilbert (2022) also stated that these white-collar employees must have a high school education and be paid a salary.  In correlation, print journalists are also white-collar workers.

Moreover, work-life balance can also describe the workplace environment and its benefits for these workers' experiences.  For journalists to capitalize on this balance, they must be acquainted with their workplace, specifically the newsroom.  Snyder et al. (2019) shared the recent findings from individuals employed in newsrooms indicate that "males had more difficulty separating work and life than females."  It is also worth noting that print newsrooms encountered digital technology as another impediment to work and family responsibilities.  According to Nikunen (2014), while it does not affect family life profoundly, the work aspect is challenged with regard to older journalists who "had difficulties in bringing their expertise into use in the new technology-centered newsroom structure."

Goyanes & Cañedo (2021) suggested another route to balancing one's life and work duties, i.e., maintaining cordial relationships in the workplace. Although, conflict in the newsroom is not an odd occurrence; and one study implores the need for unconventional mediation practices instead of "institutionalized plans directly implemented by news organizations." Thomsen (2014) clearly stated that, concurrent to unavoidable tensions in the workplace, the evolving pressure of information dissemination for traditional journalists makes their bonds even stronger.

Besides the tackling of work responsibilities, print journalists have families as well. In this light, work schedules can become a hindrance to household relations. With that being said, a study on full-time journalists employed in major daily publications enjoined media organizations to "offer interventions like family-friendly policies, overtime pay, more autonomy, work rewards, and skill variety" (Bhalla & Kang, 2018).

Monteiro et al. (2014) emphasized that, while both aspects of one's work-life balance can be appeased, it is not complete without the journalists' own optimal mental and physical health. In daily work, stress is not an obstacle they can leap over. These stressors even induce post-traumatic stress disorder (PTSD) and burnout in working. Honing in on their stressors, journalism can also ascribe journalists as victims of physical violence due to their undertaking in sensitive material. In a setting where journalists received apprehension from covering drug-related cases, they had depressive symptoms alongside journalists who chose to stop covering those news assignments (Feinstein, 2012).

Nevertheless, stressors are always combated with coping strategies. For journalists, they drew strength from "professional identities expressed as gratifications from work, commitments to public service norms, and solidarity among colleagues" (Hughes et al., 2021).

Whether or not journalists emphasize the importance of a holistic life and workstyle, it cannot be denied that this helps them sustain the job itself and their satisfaction. However, this balance depends on their "field of work, family structure and monetary position." (Rajaram & Keerthika, 2017). Satisfying all facets of their human responsibility will assist their footing in handling both their personal and labor space.

**Respecting Cultural Differences**

**Cultural Barriers**

Qatar is an ideal personification of a culturally diverse environment among Middle Eastern countries. The Peninsula (2018) even mentioned in an article that Qatar embraces cultural diversity as it is critical for the country's sustainable development. However, diverse and open as it is, this may create conflicts to arise within the newsroom. According to Kotze & Massyn (2019), a culturally diverse workplace will struggle with miscommunication, misunderstanding, and distrust when there is insufficient cross-cultural proficiency.

Cultural barriers exist in one's workspace because of ignorance of social cues, different interpretations of gestures, stereotypes, and varying beliefs or morals. Jenifer & Raman (2015) emphasized that inadequate cultural awareness and an absence of intercultural social skills produce

hurdles such as stereotyping. Harrison, Price, & Bell (1998) even affirm that "deep-level similarity on group cohesion is positive, while that of deep-level dissimilarity on group cohesion is negative." Howbeit, even with journalists' awareness of the difference between cultures, conflicts still surface as employees remain ignorant. The lack of proper communication and understanding results in multiple problems.

The core to these conflicts may emerge from various scenarios. Nonetheless, it all boils down to a few primary roots: ignorance or refusal to accept and incompetence to manage the employees. Cross-cultural diversity is a double-edged sword. It may either be favorable or a bane if not appropriately handled. Chaudhary and Yadav (2018) also acknowledge the gravity of the issue, "The challenges may range from cultural clash augmented with differing value systems hampering the overall work environment and disturbing the synergy at a workplace." It is vital to educate oneself and have a clear understanding of cultural diversity and the nuances that come with it to form genuine connections with one's co-workers.

Furthermore, diversity management is another factor in overcoming cultural barriers. A study conducted by Patrick & Kumar (2012) defined *diversity management* as the process of building and preserving a workspace that emphasizes each individual's similarities and differences. Both authors concluded that effectively managing diversity can result in more efficient employees. A hostile workplace can cause dysfunctionality and discord; the effects depend on the organizational leaders' management. Martin (2014) also affirms that a diverse workplace can only be resolved "with proper strategic planning, top management can enhance the positive effects and reduce the negative effects of cultural diversity in the workplace."

**Cultural Meanings**

Workplace cultures have evolved through time, especially in a revamped work environment. The workplace itself transcends the parameters of an office and can be seen in multiple public areas (Cole et al., 2014). In this change, employees face "new requirements and unknown situations" (Grubermann & Meckel, 2014). In a demographic scope, it can be observed that "the composition of modern workforces goes together with a higher probability of contact between different cultural groups" (Otten & Jansen, 2014). With that being said, a culturally diverse workplace can become a hurdle for others, more so when cultural context and meaning are misunderstood.

In the same vein, a study about Finnish and Sámi journalists argues that "in order to have a deeper understanding of the Sámi people, Finnish mainstream journalists need to improve their level of knowledge of Indigenous issues and particularities of communication" (Leukumaavaara, 2017). While Sámi and Finnish are similar geographically, conflict is still possible in situations where journalists differ in comprehension.

Aside from communication, work culture is also an observed gap between different journalists. In a study about United States (U.S) and South Korea newsrooms reacting to works subjected to removal, "those in a more individualistic culture (U.S.) highlight obligations related to accuracy and autonomy, while those in a more collectivistic culture (South Korea) highlight obligations related to individual privacy and avoidance of harm" (Nah & Craft, 2019). Furthermore, different cultures also produce

contrasting perspectives in journalistic practices. In a comparative analysis on Latin and Caribbean countries, geo-cultural regions Central America and the Caribbean opposed controversial practices while Brazil and the Southern Cone were more lenient (Joyce et al., 2017). In an enormous scope, it seems that "Western journalists are generally less supportive of any active promotion of particular values, ideas, and social change, and they adhere more to universal principles in their ethical decisions." In contrast, non-western journalists "tend to be more interventionist in their role perceptions and more flexible in their ethical views" (Hanitzsch et al., 2010).

With all these differences expounded upon, there is also a prospect of a diverse workspace. In a study examining the overall innovative learning cultures (ILC) of multiple newsrooms, Porcu et al. (2020) expresses that "newsrooms who differ much in history, culture, audience, and size, have a surprisingly typical ranking of ILC-aspects that they perceive as fostering their overall ILC (*Shared Goals*, *Experimenting*, *Support from Colleagues* and *Autonomy*). Both have *Shared Goals* as their number 1 contributing ILC-aspect."

In this time of diversified working fields, it is vital to acquire unitary satisfaction amongst multinational groups in order to avoid neglecting a single journalist in the newsroom. As Plijter et al. (2014) emphasized, "the importance of finding a balance between aligning facilities to business purposes and meeting the needs of different (groups of) employees in multinational environments."
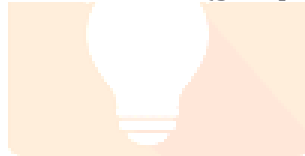
## Creating Work-Life Balance

### Personal Boundaries

Boundaries exist in all aspects of society. Whether in one's work environment, home, or relationship, having and maintaining a functioning boundary means "acknowledging that every adult is responsible for themselves" (Nitka, 2017). With that said, print journalists are responsible for setting personal boundaries to prevent private matters from interfering with one's career life. It is also up to the print journalist to create an effective work-life balance, ensuring their colleagues and companions respect their boundaries. Furthermore, it is also the supervisor's task to generate an employee-friendly workspace by applying "work-life balance practices that bring along higher productivity, profitability, and value creation" (Senbursa, 2022).

In a society wherein people strive to remain informed, a print journalist's number one priority is staying updated on the latest news. Thus, it becomes a challenge for the print journalist to maintain work engagement as there can be numerous events happening simultaneously in one day, resulting in some form of stress. On the other hand, On the other hand, Sutarno et al. (2021) argued that stressors positively impacted newspaper journalists' work engagement. Moreover, they concluded that the journalists became increasingly engaged and productive because of the challenging work atmosphere.

However, not all print journalists have a challenging yet well-rounded work environment. As such, particular stressors impact a journalist's performance. Harrison (1988) enumerated, "long hours, demanding editors and a constant drive to stay on top of breaking news stories are often the lot of the

modern-day reporter." Hence, work-life conflict becomes another issue when managing work-life balance as it blurs the boundaries between one's professional and personal life. Jang & Zippay (2011) mentioned that tensions related to balancing work and home life could severely impact one's well-being and family and career satisfaction.

To avoid straining one's work-life balance, asserting, managing, and understanding the nature of one's boundaries is significant. As Trefalt (2013) supported, "boundary work cannot be fully understood without considering the relationships within which it happens." Therefore, proper boundary management is crucial to ensure a mutual understanding of print journalists' boundaries between their relations inside and outside their workspace. Correspondingly, Carlson et al. (2015) examined the four factors of boundary management identified by Kiernan et al. (2009), which included temporal, physical, behavioral, and communicative tactics. They concluded that physical separation between the work and non-work domain was the most effective method to segment one's work from their family.

In summary, creating an equilibrium between a print journalist's work and life requires minimizing or avoiding integrating both aspects. Wepfer et al. (2018) agreed that workers with higher work-life integration experienced more exhaustion and work-life imbalance. As such, print journalists must establish personal boundaries as it is their responsibility to identify what they struggle with within their work-life balance.

## Personal Conflicts

For an ever-changing world, the news empowers people's lives with information, thereby providing foundations for citizen engagement, and journalists are at task to present objective news based on truth. As such, Bredart (2017) stated that "the rise of new technologies and new ways of producing and consuming information has significantly changed the profession of journalism." With that said, Bredart (2017) added, "journalists' relationship with time has changed with the increased workload as multimedia journalism and digital tools have made it possible to diversify journalistic formats and genres, which calls for flexibility and multi-skilling."

Even with the increased workload and non-standard working hours in pursuit of deadlines and scoops, work remains a priority. In which work-family conflict comes prevalent, Chang et al. (2017) define Work-family conflict as "a form of inter role conflict in which the role pressure from the work and family domains are mutually incompatible in some respect." Journalists often face conflict and imbalance in responsibilities and commitments for their work and time with relationships.

In seeking out work-life balance, communication plays a vital role in establishing understanding and mitigating conflicts and tensions. Moreover, setting and managing boundaries may be fulfilled through effective communication. Leppäkumpu & Sivunen (2021) notes that boundary management is "an ongoing communicative process, in which individuals make sense of and reconstruct role demands." Thus, constructing negotiations with relationships about the roles and expectations associated with the nature of a journalist may lead to profound understanding.

## Maintaining Intimate Relationships

## Personal Relationships

Building and maintaining intimacy in a relationship takes time, taking some people longer than others. Often, the harder one works at developing intimacy in one's relationship. The more rewarding it is. Journalists are human beings too, and as humans, they tend to be worn out in what they do. So to escape their workplace, they would go with their families and friends.

A *personal relationship* is defined as journalists' relationship with their families and loved ones. Based on Kelley (2013), The concept of interpersonal relationships involves social associations, connections, or affiliations between two or more people. They also added that interpersonal relationships vary in their degree of intimacy or self-disclosure, duration, reciprocity, and power distribution, to name only a few dimensions. In a study authored by Strong (2016), if one has a family and is working, it should always be remembered to include family in schedules and spend time with them on weekends. Additionally, the author added that journalists usually have one day or two days off, depending on the workplace.

Moving forward, according to Guerrero et al. (2017), like any other relationship, communication is also the key. Calling one's wife or family during their free time at work can strengthen personal relationships. He added that good relationships are also associated with mental health, which means it is essential not to be emotional when talking to loved ones at work. Additionally, in a study by Singer (2015), there needs to be a limit at work and family. Journalists should have a barrier between their family and friends and work to improve personal relationships. Singer (2015) added that journalists should focus on one thing and strengthen family connections if the journalists must.

Nevertheless, despite all the workloads given to journalists, Bagger (2012) explained that most journalists never realized that their success also comes from their families; they added that having a personal relationship with your kids and wife can inspire you to work. As regards the study of Li (2014), Having a weekly schedule for your work and family can help you manage your time wisely. However, the author also stated that once one has sent a schedule for someone, journalists are advised not to do takebacks, for it will impact the relationship.

## Personal Well-Being

The stability between work and personal life is expected to maintain a healthy lifestyle. Life itself is a balancing act; it is even safe to say that almost everyone seeks balance between work and life. Hence, continuous build-up of workload results in increased stress levels, which can "rapidly lead to low employee morale, poor productivity, and decreasing job satisfaction" (Lockwood, 2003). With that, there is a matter of importance placed on taking care of oneself. Creating a balance to destress from work, journalists find it upon themselves to take the workload off their shoulders by sparing time with family or doing their hobbies.

Misdirected importance and effort on work creates an overload. This repeated exposure develops numerous mental, emotional, and physical damage that takes a toll on the journalist. The anticipated pressure from the constant demand that journalists have to keep up confuses the sense of priority

between health and responsibility; a constant tension perpetually remains because of a world full of problems and challenges (Chen & Javid-Yazdi, 2019). Workaholism is prevalent to print journalists. Thus, it affects the journalist physically and mentally, but this imbalance also causes social and emotional disruption. Journalists are vulnerable to reduced work and personal life satisfaction. It comes naturally when duty calls and the demands are high, but the workforce is low; thus, they struggle with maintaining routines. As agreed by Everbach (2008), "Journalists often work irregular schedules, long hours, and holidays. They must be prepared to change plans at a moment's notice to cover a story" (p. 12), further adding into the distress, insecurity, and anxiety of journalists who feel incapable or pressured.

Workers' well-being affects not only their health but also their effectiveness. These stressors that influence the overall person come in various forms, and according to Fisher (2001), it creates detrimental individual problems and adverse organizational outcomes. It results in arousing conflicts within the relationships around the journalists. Dissatisfaction from family or friends may damage ties, producing difficulties to maintain work and home life as concentrating on one affects the other (Nepali, 2018).

Journalists are often pressed; it is a norm that, in most cases, work may be abruptly given, and indeed this has its downsides when the time for relationships is compromised. According to Grzywacz & Marks (1999), "Jobs that incorporate long hours and psychological stress encapsulate a high degree of negative spillover, and these components carry over into the home life, creating work-life conflict." When there is a conflict in the work-life exchange, a negative spill-over takes root. Furthermore, Chen & Javid-Yazdi (2019) notes that this disturbance also "involves much shift work." The circadian rhythm is distorted— working night shifts leads to injuries and social isolation; meanwhile, working day shifts lead to despair about not spending time with family or friends (Berger & Hobbs, 2006). With an irregular schedule, frustration is bound to occur within journalists.

Nonetheless, despite the consistent heavy workload, journalists look for ways to maintain a balance between work and life. Drawing boundaries or juggling between the two, never entirely focusing on one aspect. It is a desire or a need to keep their relationships intact that helps stabilize and preserve their well-being while staying committed and vigilant to work demands. Nepali (2018) emphasized, "Family-work balance is a process, not a static achievement." In order to conserve that balance, adjusting is a must, as there is no permanent plan or approach.

**Managing Work Schedules**

**Time Managements**

Being exposed to the professional realm requires discipline in maintaining productivity. A key to increasing productivity within the hours put into working is good time management. According to

Adams & Blair (2019), making effective use of time involves maximizing functions such as starting a task, staying focused, and balancing one task against another.

Moreover, journalists bear the responsibility to constantly keep up with the quick changes and events around the world. According to Paulussen (2012), new digital technologies are often perceived as the main driver behind economic and organizational transitions in the workplace, including the newsroom. As society moves along with technological developments, people can digest more information. Clinton (2018) stated that even when we are not reading a news article, there is always an option to browse on our mobile phones, or music or a podcast is playing in the background. As a result, we consume almost 90 times more information today.

Journalists have to maintain the flow of circulating information and news to society. Because of this, their workload may become a hindrance to their time management. In order to diverge from this, an important step is to gain self-awareness. Taking the time to think about how your current working habits affect you can help pinpoint the potential cause of the stressor. According to Russo & Lupu (2021), determining why you overwork, and exploring how you genuinely feel about it, will help you design the life you want. Because of the potential impediments to the professionals' time off, there is a need to create space in between their professional life in order for them to generate a work-life balance.

Although journalists need to prioritize their responsibilities as professionals, they also need to establish a division to allot their time for their personal life. According to Chimote & Srivastava (2013), Creating a balance between professional and personal life improves productivity, reduces absenteeism and turnover, and ensures loyalty and retention. Because more work is done in a set period, time management helps with not only productivity, it also allows for more personal and leisure time to create a work-life balance. Chansaengsee (2017) stated that if people can handle countless responsibilities by time management skills, it will lead to work-life balance.

**Time Relativities**

Free time, or leisurely activity and work are more related than expected. While progressing in one's professional life, like in journalism, one might infer that they can reap more downtime for themselves, but Hunnicutt (2013) believes that progress has "come to be understood only as economic growth and more work, forevermore." With this in mind, the line between working and off-the-clock hours mesh together. For further clarity, Aronowitz & Roberts (2017) explain that in the time of primitive humans, "the measurement of time is commonly related to familiar processes in the cycle of work or of domestic chores."

Undeniably, this connection of free time and labor also exists in the journalistic space. Paulussen (2012) reveals that employed turned freelance journalists were "mainly motivated by the wish to experience more freedom and autonomy in their professional lives." As for the journalists retaining their desk work, there was a reported lower level of job satisfaction than non-desk workers (Ternes et al., 2017). Aside from their satisfaction, their time schedules conjoined with constraints pose an adversary to their news production overall. Reich & Godler (2014) observe reporters' time schedules

as "meta-constraint, embodying developments such as dwindling workforce, homogenization of news content across media, and technological innovations which cause both necessary and unnecessary accelerations in news production."

As personal time and one's job continue overlapping, the nature of work dilutes the concept of leisure even further. Shippen (2014) claims that "the colonization of time by capital constraints not only the time available for the possibility of leisure but also our imagination of alternative understandings of what we might want to do with and be in our leisure." Similarly, the nature of journalism does not help the case of journalists either. In a study gauging Dutch respondents' thoughts on a slower publishing rate in journalism, most concur that news should be constant and readily available (Drok & Hermans, 2016). However, leisure may also vary geographically. Hunnicutt (2014) cites European countries such as "Sweden, France, and the Netherlands, where the average employee works less than 40 hours a week than they are in the United States."

While others have an advantage in their profession, the remaining adapt to sustain their passion in the newsroom. Consequently, this fortified work camaraderie overall. In a study concerning Cairo and London newsrooms that occasionally interacted separately, Budka and Bräuchler (2020) reasoned that "affectively enjoyable routines sustain that sense of passion and commitment over time." Even if journalists push through with their predicament, it gets increasingly difficult to differentiate work from life. In that case, time pressure needs to be alleviated for journalists who persistently adapt or seek alternatives in their literary endeavors.

## CONCLUSION

Diving further into print journalists outside the scope of Qatar, there is a common consensus within maintaining and creating work-life balance; compromise. Since work-life comprises numerous assets for it to come to fruition, print journalists will always have to sacrifice or prioritize an aspect of their life. With this decision-making in mind, it not only improves their organizational skills, but it helps them reflect on their passion for journalism. Furthermore, it is also observed in the overall community of journalism that the sub-themes presented are bound and unified and should not be segregated and improved for compliance. Specifically, the personal and professional liabilities of the journalists need to be synthesized to achieve authentic balance in both realms. When the journalists master these sub-themes, integrating the focal themes can happen, and loyalty to their journalistic aspirations is kept intact.

Dissecting the sub-themes, culture is an apparent impediment in the media industry. It does not take a thorough investigation to conclude that workplaces have been diversified to accommodate other ethnicities. However, this accolade posed a threat in the journalistic sphere. Barriers were foreign and caused conflict alongside people's interpretations of said barriers. The concrete solution to these problems was assigned to management. While co-workers can diffuse the situation themselves, the supervisors can utilize the situation as a learning curve and refurbish the diversified environment into a unified newsroom where communication overthrows opposing ideas and practices.

Moreover, communication is helpful for cultural misunderstanding, imposing personal boundaries, and avoiding conflict. Print journalists are no strangers to problems surfacing because of their additional responsibilities at home, especially with people who do not understand the gravity of their workload. The importance of conviction also appears in this dilemma. While barriers in a cultural sense provide negative benefits, a personal barrier between work and life safely keeps the stability of both work and personal connections. This is also attributed to the discernment of the journalists to identify the needed boundaries to be clarified and communicate them healthily to their acquaintances.

In addition to establishing professional boundaries even within familial spaces, there is also an undeniable compromise that journalists take in order to avoid shunning their loved ones. Whenever work schedules start to pile up or their time with family is affected, it is implored to schedule a time for personal relationships. Even in a short break during work hours, a persistent effort to converse with one's kin provides more benefits than one might think. After all, it is understood that households act as a mediator to the detriment of work conditions and mental health. Once the journalists acquire time for their loved ones, it becomes easier to tackle the challenging work grind.

Progressing with relationships, it is also paramount to recognize the journalists themselves and where they are, mentally and physically. Often, work and personal relationships can be appeased, and balance is somewhat achieved. However, it is counterproductive to their psyche and physique. Even if family and work are efficiently juggled and tensions are minimized in the workplace and household, it is all in vain if one's health is already compromised. It lowers the quality of both work and personal relationships. Although, it cannot be refuted that this is simply the reality of journalists, and the balance above is enough to keep them going. However, adjusting to their work-life balance and creating space for themselves can improve their journalistic skills. It is up to the journalist to include themselves in the work-life balance to keep improving and achieve their well-being.

Honing on the last aspect, time. It can be seen as a silent impediment to print journalists, but it appears to cause extreme pressures. While one can spend their time assuring that work cannot overlap with other responsibilities, this leaves no room for other schedules outside the newsroom. This is where time management comes in to improve one's productivity. Once there is a set time for specific tasks, it maximizes the focus of the journalists and requires them to allocate their full potential in handling small to strenuous assignments.

Simultaneously, while time can be spent and controlled by the journalists, it shares a connection to their free time overall. Depending on the tasks in the newsroom, that dictates the free time journalists have, even on weekends. Time management may alleviate over-exerting in the workplace, but time constraints increase as media gets consumed. The importance of journalism to the world impacts the lives of these print writers, and there are times when adapting to change are the only available option. With this in mind, adaptation solidifies their position, but also leaves them stripped of their own time. Subsequently, while they are in a vulnerable situation, it inadvertently strengthens the bond with like-minded peers and fuels their passion for surviving the grueling information dissemination process.

This study leaves profound information to researchers still tackling print media and print writers as their respondents.  It helps sustain these kinds of information amidst the digital age of journalism.  The research also leaves room for additional sub-themes to be developed or new main themes to be expounded upon.  The heights of print journalism may plateau in this day and age, but the study of the writers themselves who are committed to this environment is promising and results in finding in-depth work-life balance strategies.

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# APPENDICES

## APPENDIX A
## LETTER OF VALIDATION

**PHILIPPINE SCHOOL DOHA**
**RESEARCH DEVELOPMENT, ACCREDITATION AND PUBLICATION OFFICE**
**SENIOR HIGH SCHOOL DEPARTMENT**

October 20, 2020

**MELAINE A. AHMAD, Ed. D.**
Science Teacher
Intermediate Department
Philippine School Doha
Doha, State of Qatar

Dear Ma'am:

***Warm Greetings!***

The undersigned Senior High School students are currently conducting a research study entitled, **A NEWSHOUND'S ROUTE: UNDERSTANDING THE WORK-LIFE BALANCE OF PRINT JOURNALISTS IN THE STATE OF QATAR, A PHENOMENOLOGY.**

Considering your expertise, the researchers would like to seek help in validating our research instrument. Attached herewith are our Statement of the Problem and Interview Guide Questions for your reference.

We are sincerely hoping for your positive response. Whatever help you could extend to the success of the study would be very much appreciated.

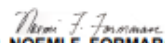May the Lord unceasingly bless you!

Gratefully,

**Tedric Joseph M. Garduce**          **Cherese Mea S. Batac**

**Mark Steven D. Lentejas**          **Elinor Frezyl C. Cabunilas**

**Prince Daniel I. Sansano**

**Angela Rowelle N. Basarte**
Researchers

Noted by:

**DR. DON JOHN A. VALLESTEROS**          **DR. NOEMI F. FORMARAN**
Research Adviser                                        SHS Vice Principal

Approved by:

**MELAINE A. AHMAD, Ed. D.**
Validator

## APPENDIX B

**CONSENT FORM**

Philippine School Doha
Doha, State of Qatar
**SENIOR HIGH SCHOOL DEPARTMENT**
**Research Development, Accreditation and Publication Office**

October 20, 2020

**Dear Participant,**

I am Elinor Frezyl C. Cabunilas, a senior high school student of Philippine School Doha, currently working on my research study entitled: **A NEWSHOUND'S ROUTE: UNDERSTANDING THE WORK-LIFE BALANCE OF PRINT JOURNALISTS IN THE STATE**

Philippine School Doha
Doha, State of Qatar
**SENIOR HIGH SCHOOL DEPARTMENT**
**Research Development, Accreditation and Publication Office**

**THE ROBOTFOTO**

Kindly fill out the following information.

Name: _____
Gender          □ Male          □ Female
Contact Number:_____ E-mail:_____
Address: _____
Educational Attainment
            □ Bachelor's Degree in _____
            □ Others (Please specify): _____
Years of Field Experience: _____
Name of Company: _____

Specialization: _____
Short description of your work:
_____
_____
_____
_____

*Details are kept highly confidential.*

...

**APPENDIX C**
**ROBOTFOTO**

**APPENDIX D**
**INTERVIEW QUESTIONS**

*Central Question:*
**What are the everyday struggles of print journalists in Qatar?**

*Specific Questions:*
1. **What are the standard adjustments do print journalists in Qatar adopt in order to maintain a work-life balance?**
2. **How do print journalists in Qatar deal with difficulties in terms of their professional growth?**
3. **How do print journalists in Qatar deal with work stressors?**

*Developmental Questions:*

**1.1 How do you effectively manage your time for you to attain a balance between your work and your personal life?**

1.1.1 How much free time do you give yourself?

1.1.2 Are your working hours flexible enough for you to maintain a work-life balance? If yes, then in what ways does it help you? If no, then how do you manage your time otherwise?

1.1.3 Do you have time for leisure activities outside the workplace? If yes, how do those activities benefit you? If no, how do you relax?

**1.2 How do you prevent your personal issues from interfering with your work as a print journalist?**

1.2.1 What kind of boundaries have you set between and among your family, friends, and co-workers?

1.2.2 Do your boundaries between work and personal life get obstructed because of your workload? In that case, how do you deal with it?

1.2.3 Were there times when your loved ones made you feel pressured to do well in your job? If so, how did you cope with that?

1.2.4 Have you been in situations wherein you were unable to write because of personal matters? If yes, how did you overcome those?

**1.3 How do you maintain a good relationship with your family and friends despite your responsibilities at work?**

1.3.1 Do you sacrifice your time with your family in order to complete the tasks given to you? Why or why not?

1.3.2 How does work pressure affect your relationship with your family and friends?

1.3.3 Have you ever sacrificed your work schedule to be with your loved ones? If so, what were the repercussions, if any?

1.3.4 Have you and your loved ones ever argued about your conflicting schedules?

**1.4 What are your strategies to manage your stress with the tasks assigned to you?**

1.4.1 What are your hobbies outside journalism? How does that help you divert your attention away from your workload?

1.4.2 Have you experienced doing field research outside the workplace? If so, how did you cope with the new environment?

1.4.3 Have you brought up stress from tasks to your supervisors? If so, how was it assessed?

**1.5 What are the different factors in the workplace that impede work-life balance and how do you deal with those?**

1.5.1 What kind of cultural differences have you experienced in your workplace? Furthermore, how do you adjust to those differences?

1.5.2 Is there a language barrier between you and your colleagues when working on a publication? If yes, how do you deal with it?

1.5.3    Do you experience conflicts because of different cultural beliefs? If yes, then how do you resolve those?
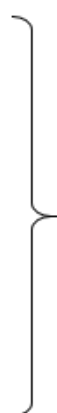
## APPENDIX E
## DENDROGRAM

| QUESTIONS | RESPONSES | THOUGHT UNIT | THEME | CATEGORY |
|---|---|---|---|---|
| 1.1.1 How much free time do you give yourself? | The participants said that their free time depends on the amount of work that they have on that day. There are some days where their schedules are tight, as well as days where they have free time. Additionally, some participants also said that they have day offs and weekends. | | Time Relativities | MANAGING WORK SCHEDULES |
| 1.1.2 Are your working hours flexible enough for you to maintain a work-life balance? If yes, then in what ways does it help you? If no, then how do you manage your time otherwise? | The flexibility of the working hours of some of the participants are flexible. Some of the participants also adjusted themselves to their working hours instead. | | Time Managements | |
| 1.2.1 What kind of boundaries have you set between and among your family, friends, and co-workers? | The participants said that they keep their focus on their work when necessary. When interferences like family happen, they try to make their families understand that they have to be focused in their jobs. If not, the participants have already established a boundary between their work and their families. | | Personal Boundaries | CREATING WORK-LIFE BALANCE |
| 1.2.2 Do your boundaries between work and personal life get obstructed because of your workload? In that case, how do you deal with it? | Some of the participants said that they do not let their boundaries get obstructed. However, some said that their boundaries do get interfered with at times and that the participants and their families become more used to it and more understanding as time passes. | | | |
| 1.2.4 Have you been in situations wherein you were unable to write because of personal matters? If yes, how did you overcome those? | Most of the participants said that they sometimes get distracted from working because of their personal issues. However, they have to keep themselves professional at the end of the day. Some participants also said that they have not experienced any struggles with writing. | | Personal Conflicts | |

| | | | | |
|---|---|---|---|---|
| 1.2.3 Were there times when your loved ones made you feel pressured to do well in your job? If so, how did you cope with that? | Most participants do not experience pressure from their families, each with their own unique support system. The participants have established an understanding between them and their families. | | | |
| 1.3.1 Do you sacrifice your time with your family in order to complete the tasks given to you? Why or why not? | Being a journalist comes with many responsibilities. This means that some of the participants have to sacrifice time with families in exchange for getting their work done. There are also some participants who have not made many sacrifices in order to finish their work. | | Personal Relationships | MAINTAINING INTIMATE RELATIONSHIPS |
| 1.3.2 How does work pressure affect your relationship with your family and friends? | The pressure of working as a journalist does affect some participants and their relationships at times. However, they remain professional, and focus on finishing their tasks, as well as having a clear understanding between them and their loved ones. | | | |
| 1.3.3 Have you ever sacrificed your work schedule to be with your loved ones? If so, what were the repercussions, if any? | Participants have disregarded their work for emergency family situations or spending more time with loved ones. Sometimes, work | | | |

| | | | | |
|---|---|---|---|---|
| | isn't hectic that they had to compromise their time for work. | | | |
| 1.3.4 Have you and your loved ones ever argued about your conflicting schedules? | Most have not experienced conflict. However, other participants have argued with loved ones because of time constraints. | | Personal Relationships | |
| 1.1.3 Do you have time for leisure activities outside the workplace? If yes, how do those activities benefit you? If no, how do you relax? | The participants use their time off work to do their leisure activities. Most participants spend time with their family and friends. Some entertain themselves by watching movies, reading books, and other activities that will relieve their stress from work. | | Personal Well-Being | MAINTAINING INTIMATE RELATIONSHIPS |
| 1.4.1 What are your hobbies outside journalism? How does that help you divert your attention away from your workload? | The participants dedicate their time on hobbies like reading, cooking, and sports. These relieve their stress from heavy workload. | | | |

| | | | | |
|---|---|---|---|---|
| 1.4.2 Have you experienced doing field research outside the workplace? If so, how did you cope with the new environment? | Most of the participants have experienced on-hand gathering of data, finding difficulties in language barriers or personal interaction. | | Cultural Barriers | RESPECTING CULTURAL DIFFERENCES |
| 1.4.3 Have you brought up stress from tasks to your supervisors? If so, how was it assessed? | Two participants find that their stress comes from their superiors themselves. However, some participants consult their supervisors. The problem was addressed through discussions and finding for a solution together. | | | |
| 1.5.1 What kind of cultural differences have you experienced in your workplace? Furthermore, how do you adjust to those differences? | Participants had issues with social relativism. Two even experienced language barriers. Though, since Doha is a cosmopolitan city with a diverse group of people, they have come to adapt, understand, and respect other people's cultural backgrounds. | | | |

| | | | | |
|---|---|---|---|---|
| 1.5.2 Is there a language barrier between you and your colleagues when working on a publication? If yes, how do you deal with it? | Majority of the participants experience no language barrier as people can speak English. Though, others have to consult their superiors first for faults. Sometimes, a translator is even arranged. | | Cultural Meanings | RESPECTING CULTURAL DIFFERENCES |
| 1.5.3 Do you experience conflicts because of different cultural beliefs? If yes, then how do you resolve those? | Conflicts arise because of different cultural mannerisms and gestures. However, sometimes, problems are stopped by editors before conflict arises or they come to understand differences, some experience no cultural conflicts, because of work ethics or working with those of the same nationality. | | | |

**APPENDIX F**
**COOL ANALYSIS OF DATA**

| QUESTIONS | P1 | P2 | P3 | P4 | P5 | P6 | P7 | S |
|---|---|---|---|---|---|---|---|---|
| *1.1.1 How much free time do you give yourself?* | In Qatar, I have fairly enough free time because for one thing, I am only concentrating on one particular news beat which is business. Now, it is fairly enough. In the Philippines, you are always on your toes. So here it is not that hectic, and you are dedicated to one beat, as a provincial correspondent in the Philippines. | It depends, because when you have assignments it takes at least two hours, followed by transcriptions and story filing in the evening which takes a maximum of six hours. But if you don't have assignments, I spend a lot of my time at home or roaming around the city in the day then process or edit press releases and press work in the evening. | My schedule is tight so I only get to spend time with family and colleagues during Fridays. | As a journalist, our job is not limited to the office as we need to attend different events, making it hard for us to have free time. However, it also depends on because there are times when the first half of the day becomes my time when there are no meetings. | It is difficult. We have many responsibilities since we have to make sure that we get the news out there, especially if it is breaking news. I have roughly three hours of free time a day to spend with my family. I still have to keep checking the news even when I am off duty so that if we are able to find news, we give it to whoever is working at that time so that they are able to cover it. | I cannot determine how much time I devote for this kind of profession and volunteer work since it depends on the news I will cover. I normally cover the welfare of OFWs in Qatar; I do not touch anything unrelated to OFWs. I usually spend a maximum of 3 hours per project. | I'm free during my day offs, from Thursday to Saturday. | The participants said that their free time depends on the amount of work that they have on that day. There are some days where their schedules are tight, as well as days where they have free time. Additionally, some participants also said that they have day offs and weekends. |
| *1.1.2 Are your working hours flexible enough for you to maintain a work-life balance? If yes, then in what ways does it help you? If no, then how do you manage your time otherwise?* | Yes. In the Philippines, news never sleeps so we are constantly working. In Qatar, there is a lot freer time since it require less effort compared to the Philippines. | Yes, I think so, most of the time in Qatar compared to the Philippines, there are a few events. One or two in a week, even during the big seasons. So, you have more time to spend with family, friends, and colleagues. It helps me as it gives me more time to enjoy reading, watching TV, and gardening. | My working hours aren't flexible as I only have a Friday day off and I am normally busy in the evenings till midnight. I mostly have time from morning till noon unless I have an | Yes, because I have adjusted my lifestyle according to my work-life balance. | The flexibility of our time depends on the amount of work. Sometimes, we wait in the office until 6:30 as opposed to the normal time, which is 5:30. My work starts at 9:30 in the morning, so there is some free time in the morning to do other things. Evenings are also free. On the weekends, we have four standbys so that we are still able to put out news during the weekends. We want to be able to post the news as early as we | Time management is my number 1 problem. Since I am working full time with my sponsor, I prioritize them over the news coverage I do, on a voluntary basis, for GMA; it is difficult for me to manage my time. | My working hours is flexible. I'm also able to ask my sponsor if there are matters that I need to attend to, but if it'll be time consuming, I'll fulfill it during my day offs. | The flexibility of the working hours of some of the participants are flexible. Some of the participants also adjusted themselves to their working hours instead. |

| | | | assignment | | can. Flexibility is both a yes and no. | | | |
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| *1.1.3 Do you have time for leisure activities outside the workplace? If yes, how do those activities benefit you? If no, how do you relax?* | Yes, My day off is Thursday and we don't do anything on Sunday and not much on Saturday; I have a lot of time in my hands that I can use to enjoy my time with my family. | Previously, we did bike in certain locations in Qatar with my wife and attended exhibitions, cultural events in the past few years. These benefit me as since I am growing older, I look for activities that will make me healthier | I make time to play sports, but because of COVID, these activities are a bit restricted. But things are getting better, so I make plans with friends and family. These relieve my stress and give me break from work. | I consider my leisure activity as being with my family, but that only happens when it is Friday as it is my day-off. | I try to find the time even though during weekdays it is a bit hard. On the weekends, I try to watch a movie as I cook or do other work so that I am able to relax. I have friends who can call me anytime. My friends and I go out sometimes, but if not, I watch TV or a movie while I iron or cook. So, I do get the time, at least I try to. | I have off days from work, which are Friday and Saturday. I use those days as a chance to do my news coverage about OFW activities. When there are no news to cover, I usually take my time to explore and expand my knowledge about Qatar. | After work, sometimes I go out for a walk or go to the mall to relax for a while. | The participants use their time off work to do their leisure activities. Most participants spend time with their family and friends. Some entertain themselves by watching movies, reading books, and other activities that will relieve their stress from work. |
| *1.2.1 What kind of boundaries have you set between and among your family, friends, and co-workers?* | What I hated the most back in the Philippines was where I had to bring my work home. I don't want to work at home, I'd rather do everything in the office. I would do a little bit of writing in the office, file it, and go home. That's some sort of boundary that I'm doing. I prefer not to bring extra | The journalism practice is different in Qatar, so I don't need to set boundaries since I only have my wife with me. However, in the Philippines, I have to set boundaries as there are some unethical issues. For example, I have a lot connections and sometimes friends or | My family is aware of my availability and understand and that they can't contact me in m work hours unless it's an emergency. | I try to work in a separate room for my family not to disturb me while I am doing work. When I am in the office, no one bothers me as my co-workers are also busy with their tasks, so I don't need to create boundaries between them and me. | My personal issues make it difficult for me to work. You have to take those feelings and put them in a box to be professional. You are not going to function properly if you let your personal issues get in the way. You have to set your boundaries mentally and physically, or at least find a way, because your work pays you to do your job, they do not pay you to deal with personal issues. | As a professional employee in Qatar, I make sure I prioritize my job first since it is my main source of living. I also make sure, that my family has enough time with me. About my friends, whenever they ask me for favors regarding their work, I make sure that it will not affect my job. I have set my boundaries by dealing with everything in a professional way. | When it comes to work, I work. As an Overseas Filipino Worker, my family is in the Philippines. There's a 5-hour difference between Qatar and The Philippines. With that, I set a certain time to chat with them. Moreover, I usually spend my weekend with my friends. | The participants said that they keep their focus on their work when necessary. When interferences like family happen, they try to make their families understand that they have to be focused in their jobs. If not, the participants have already established a boundary between their work and their families. |

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| | work at home which is currently not happening to me. | relatives would request for their contact information. In my case, I set boundaries as these are unethical. But in Qatar, I have not experienced a similar issue for I mostly do developmental journalism. Actually, we don't even have many contacts with news sources. | | | | | | |
| *1.2.2 Do your boundaries between work and personal life get obstructed because of your workload? In that case, how do you deal with it?* | No. There's nothing to deal with considering there are no conflict in terms of boundaries. | So far no, for my workload in Qatar is lighter compared to being a journalist in the Philippines. | I balance both my work and family so as there's no conflict of interest. I don't transfer burden from my workload unto my family to avoid uneasiness. | Yes, because when the pandemic happened, everyone was forced to work at home. So, when I'm working, I get distracted because of my family. However, that is understandable since we live together, but I tell my children to be quiet when they're noisy to not interfere with my work. It is my way of politely saying to let me do my job. | It does get obstructive. The only way to deal with it is to explain that I have to keep working so that I am able to keep bringing in. Everybody has started to understand that I have my boundaries set and I stick to them. It is something that you have to get used to yourself. | Because of my workload, my time is limited. Since I am engaged in the Training and Development department, it is my job to train people. Sometimes the training happens during weekends, during my day offs. I cannot refuse since it is a call of duty and it will affect my performance in the company. They might terminate my employment and I will lose my job, along with my opportunity to be a news correspondent for GMA. | Not as well. | Some of the participants said that they do not let their boundaries get obstructed. However, some said that their boundaries do get interfered with at times and that the participants and their families become more used to it and more understanding as time passes. |
| *1.2.3 Were there times when your loved ones made you feel pressured to do well in* | No. It has always been my mindset to give 100% of my efforts in whatever I do, it's been | I haven't experienced any pressure from loved ones so far here in Qatar. | My wife is my greatest inspiration and motivation. We work in | No, because I am the one who puts pressure on myself to do better in my work. Rather than | Yes. They want me to do well and keep my job. It does put pressure on me sometimes. I have to pay one child fee so I | Sometimes I'm preoccupied with my job in the company and during weekend, I have some news I have to cover for GMA. | No. My family understands that I came here to work. | Most participants do not experience pressure from their families, each with their |

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| your job? If so, how did you cope with that? | in my DNA ever since. | | the same field and understand each other's work. There's great balance from the support I receive. | pressuring me, my family is the one who motivates or inspires me to do well in my job. | cannot afford to lose my job. However, I do enjoy working, so I do not let the pressure get to me. My office is also a fun place to work in. If anything, I put pressure on myself more than others do. | This causes my family to ask why I don't have time for them anymore. There are not much of activities to cover but even so, I always make sure to explain to them that it is not a natural occurrence, and devote at least half an hour or a whole hour of my day to be with my family. | | own unique support system. The participants have established an understanding between them and their families. |
| 1.2.4 Have you been in situations wherein you were unable to write because of personal matters? If yes, how did you overcome those? | No. Since it's a learning process and it's something in my age that I've already mastered. I've sort of developed this kind of professionalism. I wanted to provide for my family so I took the opportunity to work here. The only challenge for me, is being homesick. | I haven't experienced any situation in my last eight years where I was unable to write. Maybe when I was hospitalized, that was the only time I could not write. But in the Philippines, you usually experience mental blocks. | Sometimes, and it's not easy, personal issues can weigh you down, but work is work. You have to put your emotions aside and be professional. | Yes, it happened quite a lot when I was new to the job, but now, I have learned to separate my emotions from my work. However, my problems still affect me since I am human. Although I tell myself to focus on my work, it keeps interfering with my professional life. | Yes, there have been time where that has happened. My personal issues have to stay on the other side of the boundary. It happens, but my work comes first. I don't always have the capacity to push through, but there are also times where I have. | Journalists are humans too. Even though there are many stories that I have to write, I cannot concentrate and deliver due to emotional stress, and work pressures are always present. I often scrap the stories I could not deliver well despite them being news worthy. I still have to work despite being fatigued because I believe that I have the responsibility to inform every Filipino in the world, about the news. | There wasn't any time that I was unable to write. I'm actually a volunteer journalist. But then, I think that if you're really into writing, you'll be able to concentrate without any struggles. | Most of the participants said that they sometimes get distracted from working because of their personal issues. However, they have to keep themselves professional at the end of the day. Some participants also said that they have not experienced any struggles with writing. |
| 1.3.1 Do you sacrifice your time with your family in order to complete the tasks given to you? Why or why not? | In Qatar, no. There's huge difference in the scope of work compared. There's really no sacrifice here in Qatar. I never sacrificed my quality time with my family unlike when I was back in | Yes, it happens, for example during a weekly off when I already have a scheduled date with my wife. My editor will suddenly call me to attend a press conference or cover an | Sometimes I have to, fortunately, my wife understands the technicality as she can also relate with the demands of the job. | Yes, because when there is an important event or task at hand, I prioritize my job over my family. | Yes, most of the time. I have a big responsibility, and my family understands that it is the nature of my job. I will always have tight deadlines and workday and night. My family understands, otherwise, I will have to quit. So, they have to understand that | Yes, I have to sacrifice my time. As a journalist, you have to set aside your personal matters since most news happens only once in a lifetime and the opportunity of covering for this news is something that I treasure. The people have their right to be informed so I need to sacrifice my time. | Not really. I make sure to let my family know when I'm working on something really important in advance. Especially if you're on a rush, you wouldn't want to be bothered. So, it's better | Being a journalist comes with many responsibilities. This means that some of the participants have to sacrifice time with families in exchange for getting their work done. There are also some participants |

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| | the Philippines. Unfortunately, I had to divide my time with my family and with my work, it was a struggle. But in Qatar, there's no need, it's not applicable. | event. So, I have to cancel the date and then explain to my wife. However, this is not always the case, it happens rarely maybe twice or thrice in a year but not too often. | | | my work comes first in that case. | | to tell them in advance. | who have not made many sacrifices in order to finish their work. |
| *1.3.2 How does work pressure affect your relationship with your family and friends?* | If possible, I don't let it affect my personal relationships; it all boils down to professionalism. | Like I have mentioned, there's not much pressure as there are only a few events and little workload. My editors are usually kind, the type who wouldn't pressure you to write a certain number of stories. So, no | There is constant work pressure. This compromises my relationship with family and friends because of my sudden | Yes, it affects me a lot as I am mentally engaged with my work even if I am at home, so I would talk or spend less time with my family. | It does affect my family, but not my friends. Sometimes I am under pressure. I have to focus in my job, so there has been times where my family comes and distracts me and I may take out my frustration at them. I have to focus on what I am doing, and sometimes. | At times, it affects my relationship with my family since they often tell me that I don't have time with them anymore. They sometimes feel like being ignored but I always make sure to explain to them that what I'm doing is important so that they understand my role as a journalist. I make up for the time that | Not really. As I've said before, I came here to work. My work is important. There'll always be a time for my friends and family. At the same time, I don't forget my responsibility towards my family. | The pressure of working as a journalist does affect some participants and their relationships at times. However, they remain professional, and focus on finishing their tasks, as well as having a clear understandin |
| | | I haven't experienced that as well. | absences. | | They do not understand. | I lost with my family in return. | | g between them and their loved ones. |
| *1.3.3 Have you ever sacrificed your work schedule to be with your loved ones? If so, what were the repercussions, if any?* | No, since work isn't really that hectic, I didn't have to compromise my time between work and loved ones. | There are times when I kindly request my editor too assign the work to another colleague since I have an important occasion to attend. In some cases, I file a leave if I still have compensatory offs. | I have when my son was suddenly rushed into the hospital. I dropped all my current responsibilities to be with my family. Fortunately, there were no consequences. | Yes, I've done it | Yes. I sometimes have gone to breakfast with my friends since my work starts at 9:30. Some of my friends meet me earlier. However, I do get a bit late. I try not to, but sometimes you want to spend more time with your friends. So, I have suffered those consequences. I have been given a warning letter. I do avoid doing it now since there is more work pressure with COVID. The last thing you want is to be laid off, so I am a | Our company has a system wherein if someone cannot deliver their job, someone would take over their work. So, if I have to excuse myself for family, the company makes sure that there is a reserve. There is no such thing as sacrificing my job with regards to my personal activity with my friends and family. | With my work, if there's an emergency in the Philippines or an important matter with regards to my family, I'll make sure to tell my sponsor. If it's not really important and that, it can wait, I'll wait until I have the time to talk to them. | Participants have disregarded their work for emergency family situations or spending more time with loved ones. Sometimes, work isn't hectic that they had to compromise their time for work. |

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| *1.3.4 Have you and your loved ones ever argued about your conflicting schedules?* | No, because there was no conflicting schedule in the first place. | So far no, probably because my wife is so kind to me that there's no conflict. | It's almost an everyday argument with my wife. Although she understands the nature of my work, it's difficult to rationalize it. | Yes, we argue about it a lot. My daughter always asks me why I go to the office early and why I don't go home in the evening. She also tells me not to go to work and come home early; even my wife says so. | Yes. However, there is nothing I can do. I have made a commitment, I have signed a contract, so my family has to understand. I have to take things in my own hands and focus on work because I am being paid to do my job. | Despite having important matters to attend with my family, sometimes I have to prioritize my job. I always explain to my family that my job is the source of everything, that they are the ones that benefit from it, and the reason why I came here is to work. It's just a matter of communication between us and I let them understand the situation. | No, we did not. | Most have not experienced conflict. However, other participants have argued with loved ones because of time constraints. |
| *1.4.1 What are your hobbies outside journalism? How does that help you divert your attention away from your workload?* | My hobbies are also the hobbies of my family. We do activities like skateboarding and playing drums together. | I was previously a table tennis player in the Philippines, so if I sometimes feel disappointed with my boss, I usually play table tennis in the Qatar Bowling Center with my friends. | I enjoy watching sports and to relax, I jog, play, or spend time with family in the park. | One of my hobbies was reading books, but I don't have time for it now because of my work and personal life. | I enjoy meeting my friends, reading, and photography. But I do not have a lot of time. I enjoy watching movies while working as well. The thing I enjoy the most is being with friends. It relaxes me. Even then, I still check on my phone for news. It has become part of my blood now. | I'm passionate about cooking so I am always watching YouTube to explore different kinds of recipes, and I let my friends and family have a taste; I feel fulfilled if they are satisfied with my cooking. I once teach video editing at two schools in Doha since videography and teaching people are part of my hobbies. | I'm actually a Chef. Aside from writing and conducting interviews, which I'm not able to do anymore, especially this pandemic, my time is now centered to cooking. | The participants dedicate their time on hobbies like reading, cooking, and sports. These relieve their stress from heavy workload. |
| *1.4.2 Have you experienced doing field research outside the workplace? If so, how did you cope with the new environment?* | We call it news gathering. When covering an event, it's challenging if it's in full Arabic. Personal interaction is also a difficult issue to deal with. | I think so, we often go to museums for art and culture is part of my meet. We also usually attend different media tour in Qatar or sometimes in abroad. | It's refreshing to do field research. Outside the workplace is a dimension of new breath, gathering information and community service puts me | I am a reporter, so most of my work is about doing research. I have to look for facts for about a month or six. Sometimes, it takes me a week to collect information. It is part of my profession, so I do it. | It is not too hard. Let's take the Mahaseel Festival as an example. I looked around, took pictures, asked some people a few questions, and made notes. Then, I came back and wrote about it. If you have to go to the government, you may need to get information from the Ministry of Labor. This is not always easy because | I created a documentary about an OFW, who got inflicted with Lupus in order to gather funds for her medical treatments, here in Qatar. My objective for the short film was to make it seem like the one who made it is knowledgeable about the disease. I am glad that we generated some funds to help our fellow OFW with her medical expenses. That is the only research work I did outside my profession. | Not at all. | Most of the participants have experienced on-hand gathering of data, finding difficulties in language barriers or personal interaction. |

| | | | at comfort. | | sometimes they do not understand you, or they do not want to answer your questions. I personally enjoy it; it is nice to get out of the office and get some fresh air while doing work. | | | |
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| 1.4.3 Have you brought up stress from tasks to your supervisors? If so, how was it assessed? | No. Because the stress comes from my supervisors themselves. | We always tell out editors if a certain event or press conference is incredibly stressful. For instance, when we can't get the data we need. We tell these things to our editors and try to strategize to avoid these circumstances in the future or think of ways on how to get the data for our stories. | Complaints are brought up to your supervisor, these are tackled every day. If you have one, you go to your supervisor so they can bring it up to the organization on your behalf. | Yes, it happens on days when I am given a task requiring too much effort, so I try to convince my boss that I can't do the work within the given deadline. There is nothing to get angry about as we discuss and find a solution together. | I have a couple of times. I get more stressed when I talk to them because I feel like they do not understand my point of view. There are times where they have listened and solved the issue, but I try to manage them on my own, since I do not think anybody else can help me deal with the distress I have at work. | As a journalist when it comes to stress in work [audio cuts off] | I have an open communication with my sponsor. We're able to address certain issues or worries to each other. | Two participants find that their stress comes from their superiors themselves. However, some participants consult their supervisors. The problem was addressed through discussions and finding for a solution together. |
| 1.5.1 What kind of cultural differences have you experienced in your workplace? Furthermore, how do you adjust to those differences? | So, this is what I am saying about my colleagues, they have abrasive personalities. They mostly converse with hand gestures. That's not usual in the Philippines so I would misunderstand. But turns out that is how they really speak. | So far, language barrier is a cultural difference as there are a number of events in Arabic that would have no translations. Other than that, there's nothing as the people here come from many different countries. Often times Arabic journalists are even the priority, we let them work first to avoid | As an African working in Qatar, a cosmopolitan city. There's a mix of nationalities and it's your responsibility to learn and understand each other's culture. Create a balance by respecti | Yes, because I work in a place where there are people of different nationalities. I wondered why people feel uncomfortable, but I realized it was because we come from different cultural backgrounds. So, I try to respect them and learn about their cultures. | I wouldn't say that there are any cultural differences because everybody is educated and understands that we are all different and a diverse group of people. The only difference in the workplace is that I am the only one who has kids. Others cannot understand my struggles. There are no cultural differences, but a difference in terms of being a parent or being married. | The number one cultural difference I have experienced would be language barriers. The people I normally deal with during training would be Indians, Bangladesh, and Nepali. I only speak two languages, Filipino and English; some does not understand English well so it difficult to convey what I wanted to say. | Not really. In fact, I did not have any difficulties adjusting on that. Working here in Qatar for a long time, I was able to socialize with individuals of different nationalities. On that note, I could easily adapt with them. I also respect their culture. That's why I can get along with | Participants had issues with social relativism. Two even experienced language barriers. Though, since Doha is a cosmopolitan city with a diverse group of people, they have come to adapt, understand, and respect other people's cultural backgrounds. |

| | | mix-ups then we follow after. | ng each other and setting boundaries on those. | | Everyone is mindful of each other and respectful. We celebrate Christmas, Eid, and everybody's birthdays. | | those of different nationalities. | |
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| 1.5.2 Is there a language barrier between you and your colleagues when working on a publication? If yes, how do you deal with it? | Basically, none, information we report should be accurate. The events we attend are 95% in Arabic most of the time. Going back to the office, it should be double checked with your supervisors. | In the editorial department of our company, we all speak the same language, most of us are fluent in English. | There is no language barrier as everyone in my section speaks English. | There is no language barrier since we all speak English in the workplace. | There is no issue. We all speak and understand English. | I make sure that I do a language pre-assessment before training; arranging a translator for them so that everything that I say in English during training, would be translated to them in their own language. It would be a waste of time and resources if people doesn't understand you. | No. We have someone who checks our articles before publishing. They let us know if there are faults in our write-up or there are changes that have to be made. | Majority of the participants experience no language barrier as people can speak English. Though, others have to consult their superiors first for faults. Sometimes, a translator is even arranged. |
| 1.5.3 Do you experience conflicts because of different cultural beliefs? If yes, then how do you resolve those? | Conflicts arise because of different mannerisms and gestures. However, it's important to be unprejudiced and bear in mind mistakes created from the past and to learn from these. | I haven't experienced any conflict for we're in an environment where we usually don't discuss matters regarding beliefs. However, sometimes colleagues would open topics about religion, but our editors try to divert the topic to prevent any conflict. | There's bound to be conflict because of different interests and beliefs. But that disagreement shouldn't turn into a conflict. Everyone should respect each other's beliefs and religion. | There is no conflict regarding cultural beliefs because we have the right work environment and have the same work ethics and goals. | There are no cultural conflicts in the office. I do not recall any conflicts at work whether it is Eid, Sports Day or National Day. Everyone is accommodating. We are all different and have different ways of coping and doing things. We help each other at the end of the day, so our diversity helps. | Everyone has different culture, beliefs, and religion. I always make sure to consult first. One instance is where a friend invited me to a party and the food that they serve has an extraordinarily strong taste. I took a small portion and ate it, just to show respect and to avoid offending people. I learn everything through experience. | No. I mostly work with Filipinos. | Conflicts arise because of different cultural mannerisms and gestures. However, sometimes, problems are stopped by editors before conflict arises or they come to understand differences, some experience no cultural conflicts, because of work ethics or working with those of the same nationality. |

**APPENDIX G**

**SIMULACRUM**

*Figure 4. Simulacrum.*

Figure 3 displays an easier comprehension of the study's findings: the four themes and their two corresponding subthemes. The colors used for this simulacrum all have their own indicated symbolizations. *Red* is to represent life, culture, and experience; the color *green* is to exhibit balance— the harmonious relationship between the participants' work and life experiences; then the color *blue* to symbolize logic, work, and efficiency; lastly, the *gold* color to express compassion, the love felt for the people held dear. The figures in the middle then present the topic of this study. The
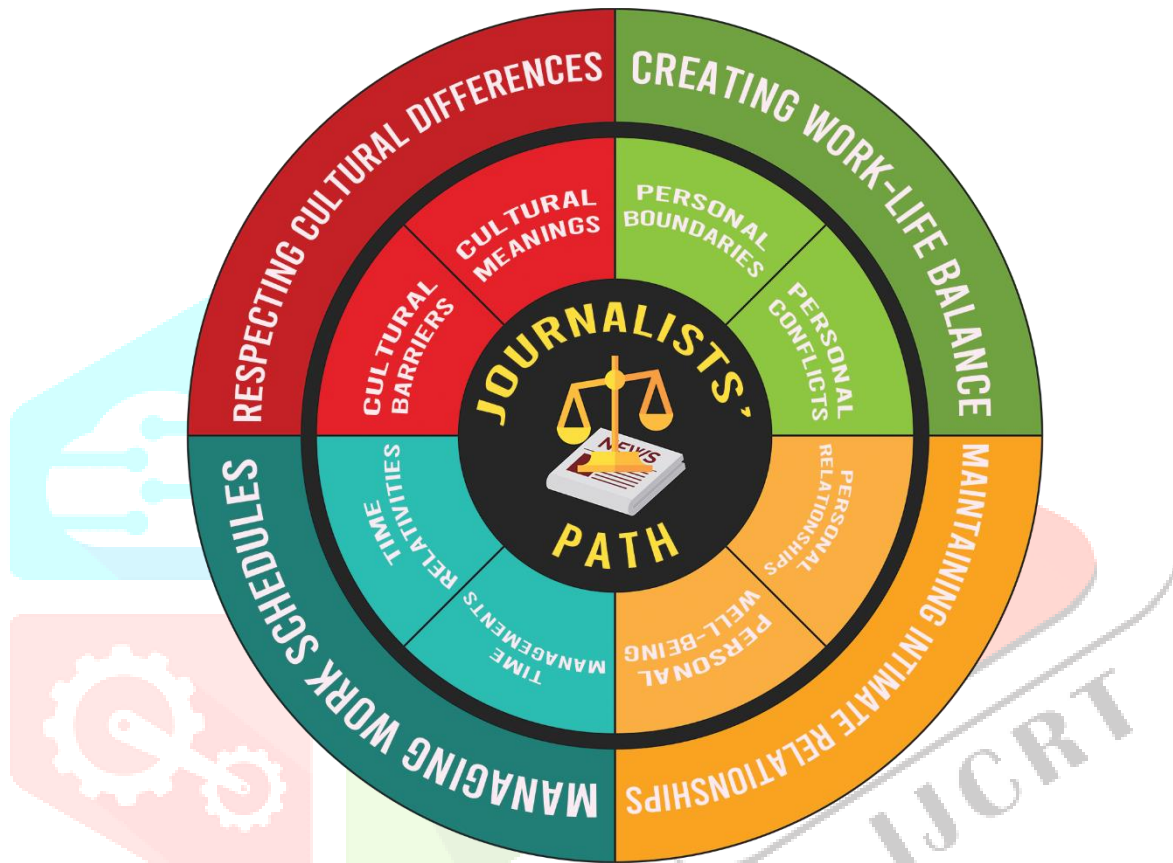


Justice scale portrays the balance between the substantial responsibilities of both work and personal lives. The newspaper symbolizes the print journalists; the colors used in the newspaper: *white* and *maroon* relate it to the participants and study that are situated together in the State of Qatar.

## APPENDIX H
## THE INTERVIEW PROTOCOL

The method employed in this study is phenomenology. Its purpose is to recall the personal conscious feelings and experiences of selected non-teaching staff of Philippine School Doha about Inventory Practices evident in their workplace. The researcher's task is to focus the line of interview questions directly on research-related matters being studied upon. Interviews will consist of three parts: a) research preparation, b) interview proper, and c) research analysis and follow-ups.

*A.* *Research Preparation*

The researcher will introduce himself and explain the possible interview activities. He explains the nature of the research project. The telephone or e-mail may be used for further communication if the need arises.

Personal appointments for participants will be scheduled should permission from them be granted.

The researcher should equip himself with gadgets needed for the interview, such as interview questions, a notebook for note-taking, and a recorder. He makes sure that the equipment is in good condition.

B. *Interview* proper

    a. Ambiance with an excellent and well-ventilated room is essential to set the mood prior to the interview proper.
    b. Casual chatting is made for rapport and a conversational atmosphere for the interview. The *robotfoto* will be filled out, and informed consent will be given to the interviewee to be signed.
    c. Name, date, time, and place are indicated. Starts the interview with general open-ended questions.
    d. Listens attentively to the sharing. Raises clarificatory and elaborating questions for probing if it is necessary. Remember that it is a conversation.
    e. Let the interviewee feel at home by allowing him/her to talk more; elicit as much information as possible, and concentrate on the focus/target questions until probing is achieved.
    f. Tries to think ahead of the questions so that conversations will not be interrupted.
    g. Ask the interviewee if there is additional information that he/she would like to share.
    h. Ask for other available forms of communication that would enhance the strength of the information being shared.

C. *Paper Work and Follow up*

    a. Extracts the recording from the digital recorder to the computer, plays, and listens to the conversations. Creates a particular folder for the files indicating the interview's date, month, and year.
    b. Transcribes what was said in the conversation. Does not edit the wording of the conversations.
    c. Prints copies of the transcription and keeps them in a plastic folder.
    d. Clarificatory questions concerning the transcript of the interview with the interviewees may be done this time.
    e. Keeps the archive for reference purposes.