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## Discovering Vibrant '90s Era: A Phenomenological Study on the Needs and Turns of Generation 'Y'

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**Background:** A generation that has fully experienced the merits of tradition and witnessed the development of technology, namely Generation y or the so-called "Millennials". They have lived through the development of technology and have witnessed remarkable challenges and breakthroughs that changed things, up until this day. **Methods:** A phenomenological research design was utilized for this qualitative study to learn about the different experiences that a "Millennial" has gone through. The aim is to know how they were able to maintain their happiness despite the hardships that they have experienced relating to the central question, "How do people born in a Generation Y era maintain happiness concerning their lifestyle?" **Results:** Based on the verbal musings from the selected participants, four themes were created. These themes: (1) Significant Challenges which includes Obtaining Technological Necessities, Overcoming Societal Issues, and Resolving Financial Matters; (2) Adaptive Capabilities which covers Maintaining Personal Relationships, Unrelenting Recreational Interests, and Assimilating Past Experiences; (3) Life-Long Learnings which incorporate Setting Positive Mindset, Imbibing Liberal Attitudes, and Establishing Strong Foundations; and (4) Generational Differences which highlights Withstanding Personal Difficulties, Emerging Technological Advancements, and Contrasting Behavioral Changes. **Discussions:** In this Phenomenological Study, it was found out that Millennials value work-life balance, are confident, and are technology savvy.

**Conclusion:** It can be said that the life experienced by millennials is the most hectic due to the many events that transpired. In spite of the hardships they faced, the effects from their generation still carry on today are evident in their being as a person and how the world progresses nowadays. Millennials have gone through many hurdles as they went through life. **Recommendations:** This paper recommends future researchers of diverse nationalities who are also part of Generation Y to know their different needs and turns as Millennials. There must also be a study on inter-generational mentorship since some individuals are categorized as 'digital migrants' to labor in tandem with the millennials in achieving their goal on digital literacy and technological advancements.

**Keywords:** Generation Y, Millennials, Development of Technology, Maintain, and Happiness

## 1. INTRODUCTION

Generation Y lies between the ages of tradition and innovation. They have lived in on a technology revolution. Generation Y, or so-called millennials, has labeled a distinctive position in its history. Being born within the years of 1981 to 1996, Millennials have witnessed remarkable breakthroughs that transformed customs, politics, and technology up to this era. They flourished through notable events the current generation is incapable of comprehending. Dimock (2019) said that these events include the advent of war between Iraq and Afghanistan, the 9/11 terrorist attacks, the peak of economic recession, and more of the same, making them the most racially and ethnically diverse age among lived generations.

Different characteristics form the gap that links millennials to the lives of generation X and the zoomers. Each of these eras is distinctively shaped by societal and historical changes. They possess unique qualities and features that are dependent on the world they have entered and lived into. At some point, they have similarities, but there are also attributes that distinguish them from each other. Generation X, entitled the "middle child," falls on the demographic bridge between baby boomers and millennials. Taylor and Gao (2014) implied that they have been referred to as the small epoch because of their span lasting for only 16 years. Moreover, Fry and Parker said that the 'Xers' were better educated and ethnically divergent than the preceding generations, yet far less so when compared to the later generations. However, the millennial generation, better known as "Digital Natives," ventured and intertwined into the emergence of the digital world. This digital fostering resulting from technology brought up differences in attitudes.

Due to technological prevalence, innovation educated the Millennials and Generation Z to multitask in order to engage simultaneously in technology and other activities. Shato and Erwin (2016) mentioned that these generations marked learning as an active experience and shifted from traditional to progressive learning approaches. Furthermore, generation Z is labeled as the first generation, where their bases of understanding information and perception of the world are hooked on the internet. Chica and Shellenbarger (2018) asserted that basing 'zoomers' on their heavy reliance and

the digital age where individuals begin to conclude using traditional life practices and embark

concentration on technology, the globe tagged them with their shorter spans of attention. Fry and Parker (2018) also added that pursuing their higher education level distinguishes them from other generations for their eminent diversity.

This study presents the life-long learnings, adjustments, and the distinguishing characteristics of Millennials that separate them from other age groups. The participants selected are Filipino professionals who belong to generation Y; most are working in Qatar, and the minority are employed in the Philippines. Lived experiences shared by the participants are essential to the study's progress and will thoroughly enlighten the readers about in-depth circumstances that they were not able to encounter.

The study, "Discovering Vibrant '90s Era: A Phenomenological Study on the Needs and Turns of Generation Y", which presents the lived experiences of Millennials during the '90s era, utilizes a qualitative approach and applies a phenomenological research design to gather the results. Neubauer, Wiktop, and Varpio (2019) specified that its central idea is to traverse experiences from the participants' perspective and generate meaning from those encounters.

The lived experiences of the individuals born in the '90s era are emphasized in this study. Its general objective is based on the central question of the research, which aims to understand how people born in the generation Y era maintain happiness concerning their lifestyle. Likewise, its specific objectives are listed on the sub-questions, highlighting how people born in the Generation Y era faced the difficulties of the '90s. Twenty-five developmental questions then follow in support of detailed and elaborate responses. The participants' answers bring about insights into their lived experiences, along with their hardships, leisures, and coping mechanisms that serve as a guide to bring our objective to a conclusion.

The study was conducted as a qualitative and phenomenological research. The tool used for data gathering was an interview. The data was then organized in the form of an Etic to Emic transcription. It was then further analyzed through the use of a Dendrogram for theme-making. The researchers then used the themes to

create a Simulacrum that embodies the idea and data gathered from the research.

Millennials ventured into a whole different domain different from what the previous and later generations have gone through. The battles they met during the '90s are affected by various aspects, particularly global, local, and personal issues. Likewise, those struggles inherently impact how they perceive and interact with the world they live in from the past up to the present. In line with this, the researchers have deliberately studied the individuals who were born in the generation Y era, aiming to understand the central question: "How do people born in a Generation Y era maintain happiness concerning their lifestyle?" From the participants' responses on their lived experiences, the researchers formed the following themes : **(1) Significant Challenges** which comprise Attaining Technological Necessities, Overcoming Societal Issues, and Resolving Financial Matters; **(2) Adaptive Capabilities** which include Maintaining Personal Relationships, Unrelenting Recreational Activities, and Assimilating Past Experiences; **(3) Life-Long Learnings** which consist Setting Positive Mindset, Imbibing Liberal Attitude and Establishing Strong Foundations; and lastly, **(4) Generational Differences** which involve Withstanding Personal Difficulties, Emerging Technological Advancements, and Contrasting Behavioral Changes.

Relative to older generations, Millennials have several unique characteristics. DeMaria (2013) claimed that they are ethnically and racially far more distinct, less religious, and about to become the best-educated generation. Although humanity continues to pass through constant changes, it is evident that generation Y has perceived significant life adjustments. The readers, specifically from other age groups, will gain insights regarding Millennials' perspective on life from the past.

## 2. METHODS

### 2.1 Research Design

The study adapted a qualitative research design and used a phenomenological approach. Creswell (2013) indicated that phenomenological

study describes the common meaning for several individuals of their lived experiences of a concept or a phenomenon. Alase (2017) emphasized that it allows the interviewees (research participants) to express themselves and their 'lived experiences' stories the way they see fit without any distortion and/or prosecution. Umali (2019) stated that in this approach, the researchers aimed to describe the phenomenon as accurately as possible, refraining from any pre-given framework but remaining true to the facts .

Through comprehensive interviews, the researchers had aimed to acquire information about the millenials' lived experiences during the '90s. The responses made by the participants were categorized based on their commonality, which would create the fundamental themes of this study.

### 2.2 Research Locale and Sample

The study was conducted at Philippine School Doha (PSD), located at Mesaimmer, State of Qatar. It is a private Philippine School Overseas that was founded in 1992. Philippine School Doha (PSD) follows the Department of Education's K-12 curriculum which offers Philippine primary education and has been a second home for Overseas Filipino Workers. The researchers chose PSD as the site of the study as it provides a range of services, including a research adviser who can help with the research paper and a library for books that can be accessed easily at PSD.



Figure 1: Location of Qatar

Source: Google images

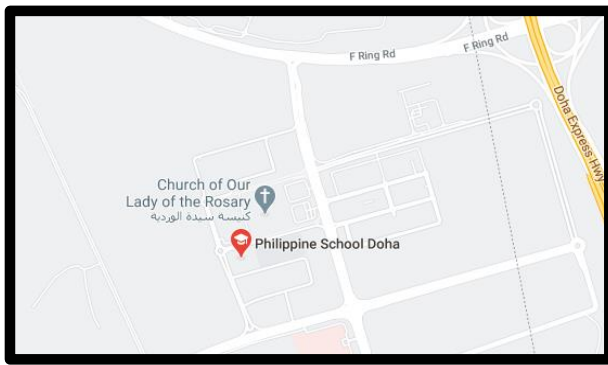


Figure 2: Location of Philippine School Doha Source: Google maps

The participants in the study were all Filipinos and in the age group of 25-40. The criteria for choosing the participants were from: (1) age group of 25-40; (2) Overseas Filipino Workers; and (3) they have lived their childhood in the '90s and seen the changes in technology advancement. Sergeant (2012) remarked that participants are selected who can best inform the research questions and enhance understanding of the phenomenon under study.

### 2.3 Data Collection and Ethical Consideration

To obtain the study's necessary data, the researchers had constructed twenty-five (25) developmental questions as a guide for the semi-structured interview. Robotfoto was sent through email to eight (8) participants containing the demographic sketch: the name, sex, age, address, civil status, and birth year. The semi-structured interview questions were used to discover the participants' childhood experiences in the '90s.

The participants were interviewed online for safety regulations. Smith et al. (2009) stated that the interviewing [process] allows the researcher and participant to engage in a dialogue whereby initial questions are modified in the light of participants' responses, and the investigator is able to inquire after any other interesting areas which arise (57). The data collected were transcribed through a screen and phone recording. As part of the research ethics, the researchers have ensured the confidentiality of the participants, and

their involvement will only be limited to the researchers and researcher adviser.

Before the interview, the researchers have sent consent letters to the participants to ensure they approve of being interviewed. Creswell (2013) noted that it is "important [that phenomenological research study endeavor] to obtain participants' written permission (154).

### 2.4 Data Analysis

The researchers have formatted the themes using thematic data analysis. According to Caulfield (2020), "thematic data analysis is the process of analyzing qualitative data which is then turned into themes." The data analysis steps were as follows: (1) the emic transcription of the participants' responses; (2) the Emic to Etic transcription which is the cleaning of the emic transcription; (3) the Cool Analysis where the organization of all the Etic transcriptions occurs; (4) the Cool to Warm Analysis that is reflected in the Dendrogram in which the thematization is thoroughly reflected; and (5) the creation of the Simulacrum which is the embodiment of the study.

The major themes and subthemes were all created from the responses of the participants. Specifically, from their lived experiences which then placed into a Cool Analysis to sort out which of the responses fit to be put into the study. The researchers then put it into the Dendrogram to finalize the themes and subthemes.

The themes and sub-themes were supported through the review of related literature and studies; such as the books, journals, and online surces that might enlighten and provide the deeper meanings of the themes. The researchers carefully explained as to how the themes of the study were derived from the participant's responses. Birks et al. (2008) explained that "the use of evidence and appropriate style" as being creative while remaining faithful to data.

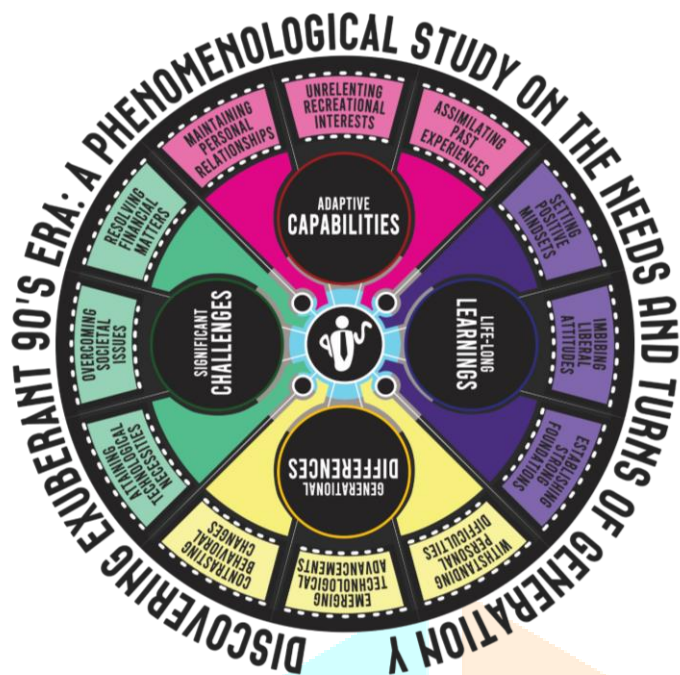


Figure 3.

Figure 3 shows the four major themes of the simulacrum: **Significant Challenges**, **Adaptive Capabilities**, **Life-Long Learnings**, and **Generational Differences**. These major themes represent the different needs and turns that Generation Y has experienced throughout the years. To further explain the major themes, various sub-themes were made: **Obtaining Technological Necessities**, **Overcoming Societal Issues**, and **Resolving Financial Matter**; **Maintaining Personal Relationships**, **Unrelenting Recreational Interests**, and **Assimilating Past Experiences**; **Setting Positive Mindsets**, **Imbibing Liberal Attitudes**, and **Establishing Strong Foundations**; **Withstanding Personal Difficulties**, **Emerging Technological Advancements**, and **Contrasting Behavioral Changes**.

### 3. RESULTS

This phenomenological study focused on the lived experiences of the participants who were born in the '90s era. It sought viable responses that answered the central question,

How do people born in a Generation Y era maintain happiness concerning their lifestyle?", and its specific questions: (1) How did people born in the Generation Y era face the difficulties of the '90s?; (2) What are the typical activities and the everyday recreational activities of people born in a Generation Y era?; and (3) In what way do people born in a Generation Y era handle life challenges?

Furthermore, this study attained significant responses out from the twenty five developmental questions that were anchored from the four major themes, i.e.; **Significant Challenges**, **Adaptive Capabilities**, **Life-Long Learnings**, and **Generational Differences**.

#### *Significant Challenges*

The first major theme discusses the challenges that made the most impact on their life as a person born in generation Y. The term challenge refers to something that one must overcome in life. Therefore, Significant Challenges refers to the challenges that made a significant impact in shaping the person they are today. It focuses on the struggles they encounter relative to their being born in the generation Y era. From this theme, three sub-themes emerged, namely: **Attaining Technological Necessities**, **Overcoming Societal Issues**, and lastly, **Resolving Financial Matters**.

##### *A. Attaining Technological Necessities*

Due to the inevitable changes that come with time, people who were born in the generation Y era have made it clear that they need to adapt to newer technology as time goes on. They stated:

*"The difficulties that I experienced during my time were communication. During my childhood days, it was difficult to communicate with other people who are far from us, however, for the present generation they did not face any*

difficulties in communication because of the technology they have today. " (P1)

"The difficulties back then were no access to gadgets and the internet which led to poor communication compared to now." (P5)

"I can say the difference during my era is that there is not much technology compared today. With so much technology, you can see all the results of whatever problems you encounter, but before we have to stick in the newspaper, on the television itself. So, I think the information right now is more tangible, and it is easy to reach. " (P7)

### B. Overcoming Societal Issues

Since time changes people, it also changes how they deal with other people. Some participants stated on how the way they trust people and handle family issues. They stated:

"Nothing, because this generation right now has totally changed." (P1)

"Yes, there still is and I still always look back to my family because they are there. Every time I have problems and struggles, I always look back to my mom and say "mom, I have this thing, I have this kind of thing." Therefore, whatever struggles I may have, whether I experienced it before or not, I still have my family with me." (P2)

"In the community when a child gets into an argument in simple quarrels it would lead to a bigger problem that then involves parents." (P6)

### C. Resolving Financial Matters

Being part of an older generation, the people who were born in the generation Y era have their fair share of experiences and worries in life and one that cannot be avoided is financial anxiety to continue on and adapt with the times. They stated:

"Financial difficulties, especially when I was studying in my university. I wanted to finish my studies so I tried to save money for my tuition." (P1)

"Mainly my family's standing within the community is the most significant difficulty I have faced. We were not well off compared with the same people like me at the time. Because of those challenges, they pushed me to work harder to achieve what I have today. Considering that I do not wish my children to suffer what I have gone through. " (P8)

"Positive emotions in my teenage years are that I was happy I met my friends and girlfriends but the difficulties are with financial family problems and being the eldest it fell into me. The negative part is that I was afraid and was overthinking for my future." (P5)

## Adaptive Capabilities

The second major theme discusses the capabilities that enabled Generation Y to adapt to the environment that surrounded them at that period. These capabilities serve as the coping mechanisms of Generation Y to deal with the challenges they have faced. Therefore, adaptive capabilities refer to the abilities that they have formed as their source of strength to survive during that period.

### A. Maintaining Personal Relationships

Relationships play a crucial role in the life of human beings as they help them to cope with their emotional problems and can provide them with someone to talk to. Generation Y individuals regard relationships as their most valuable support system when faced with obstacles. They stated:

"Yes. To cope with these difficulties, I rely on a strong support system which includes my family and friends." (P2)

"It was not all that difficult. I was able to maintain happiness because of the support I received from my family and friends." (P5)

"There has been a point in time in which I wanted to give up however at those times my family push me to go on so from then on failing without trying at all is a big NO. There are critical times that I just wanted to give up but it's my future that I am building so I need to remind myself that I'll give my best until the end. If I failed trying then there's something that I need to improve, there's learning on the experience. If I succeed, then that's the outcome of not giving up." (P8)

#### B. Unrelenting Recreational Interests

Without the advancement of technology, Generation Y individuals have created ways for their source of entertainment such as playing outside and watching movies. Some participants have also said these recreational activities have their childhood experiences unique and enjoyable. They stated:

"Playing games such as "patintero" and hide-and-seek. If you ask kids these days about playing those, most would not know. That is why I found the '90s more enjoyable." (P4)

"During my era, I was happy because there was a very famous meteor garden. I know right now you have these Korean telenovelas or series. We also have it before the Asian drama, so it is so simple when we watch that, and it will fulfil your day. It is effortless; it is just like watching television and then running around under the rain, making life simpler." (P7)

"We played with a tire, we played with sand, we even threw mud at each other, and climbed a tree. I know that some people who grew up in this generation never got to experience that. We also played piko and ten-twenty with the garter." (P2)

#### C. Assimilating Past Experiences

Generation Y individuals have learned how to adapt and gained wisdom from their past experiences. So, they are applying the lessons from their past mistakes to the present and have grown as a result. They stated:

"You just have to adapt to the situations and problems. Doing so will allow us to conquer the difficulties we face in life. The difficulties we had in the past should serve as a lesson for the other problems that will lie ahead." (P4)

"I am a person that just goes with the flow so everything that I experienced from mistakes, to people, to situations I was able to grow from and because of that I gained experience to meet those challenges." (P5)

"Yes, because I was able to experience those difficulties, and I think I could resolve those. Facing those difficulties helped me cope up because I was able to experience them and resolve them." (P6)

#### Life-Long Learnings

The third major theme discusses the learnings the members of the Generation Y have acquired throughout their period. Specifically, these learnings refer to those insights they have gained that have made an impact on their lives and how they go about it. Therefore, life-long learnings refer to what the Generation Y individuals have learned and are still applying to their day-to-day lives.

### A. Setting Positive Mindset

A person's life, no matter the era they are born in, always has various challenges and difficulties that they need to overcome. Setting a positive mindset is one of the many ways Generation Y coped with said problems. They stated:

*"I think of positive thoughts. That is me. I think of positive thoughts and move on with new challenges." (P6)*

*"For our generation, we are known to be strong and resilient because we can just laugh out the problems we faced during our time. Giving up is not in our vocabulary." (P1)*

*"Being positive all the time can easily make you a favorable resolution." (P6)*

### B. Imbibing Liberal Attitudes

Being able to assimilate the ideas of independence and freedom has allowed members of the Generation Y to become the people they are today. Having their own thoughts about issues and being open-minded about these situations granted them the ability to resolve problems they face. Being free to do whatever they can to solve their problems, they became resourceful. Therefore, imbibing liberal attitudes refer to Generation Y's capability to use their independence and freedom as a strength to overcome problems. They stated:

*"Being Independent. I can stand on my own. That is the main thing I got during our time and until now I continue to use it." (P2)*

*"I had many experiences in high school, and I learned to be independent. For example, I was always commuting from a far because my house was far from the school, and I used to go out a lot so I really started being independent. I think what really developed me is that whenever I create a problem or whenever I do cause one, I*

*try my best to solve it alone without the help of my parents so that they would not get stressed. In college I also experienced a lot of difficulty in my studies, and I was able to develop into becoming a resourceful person, and these experiences helped me shape myself." (P3)*

*"Those were the times when people were independent compared to the generations now. The people back then, they knew how to live independently." (P4)*

### C. Establishing Strong Foundations

As people grow older, each with their own skills and experiences, they are able to live life easier due to the fact that they grew stronger as a person. Having a strong foundation beforehand helped them bring about their growth. Therefore, establishing strong foundations refer to the traits and attitudes that the members of Generation Y have built themselves upon during their era. They stated:

*"No. Based on my experience, our foundation was very strong, especially the teenagers who grew up in the Philippines. Our foundation is stronger maybe because of the many struggles and hardships that we overcame during those times because in this generation, it is very open. Their minds are very open to different things unlike before wherein if we study, we only study, and if we work, we only work. However, now is a different time and it's a mix of different thinking and actions." (P2)*

*"Maybe, I can say how I raised the children compared to how my mom raised us. As a parent like me, I am comparing how my parents raised me, and I think it is more flexible right now because we have to understand the children, and we have to be more patient on how to do it. It is not that hard, but it is challenging because it changes, people change, and the world changes. Whatever happens, we*



use the past to compare, and we have to live in the present." (P7)

"Life was harder back then, though we can face any challenges given to us. No matter what it was, we knew what to do. The lack of technology in facing our problems back then has made it easier for us now." (P4)

## **Generational Differences**

The last major theme discusses the challenges attached to being a member of Generation Y and its divergence from its succeeding generation. Emerging technologies allowed the mentioned generation to overcome communication barriers. Generation Y individuals also perceive their generation as less dependent on technology, and life during their period is less complex than now.

### **A. Withstanding Personal Difficulties**

Generation Y has to pass through certain perplexities, especially during the emerging period of technology. The participants mentioned that communication was a big deal since technology is not readily accessible. However, these personal challenges allowed them to view the world differently from the succeeding generation, Generation Z. They stated:

"The difficulties that I experienced during my time was the communication. During my childhood days, it was difficult to communicate to other people who are far from us. However, for the present generation they did not face any difficulties in communication because of the technology they have today." (P1)

"People in Generation Y or the 90's are more resilient, they are more independent, they do not complain easily, and they always do their best.

People from before are less to complain than the generation now." (P3)

"The financial problems of my family. I was forced to approach challenges that changed me. It helped handle my anxieties and fears and helped me approach things differently." (P5)

### **B. Emerging Technological Advancements**

Since Generation Y individuals grew up during the beginning of technological advancements, they have seen how technology slowly affects people's lives. Learning to manipulate the technology was not easy for their generation. However, in turn, this made their lives easier and impacted the social lives of people. They stated:

"I will speak in the broader aspect of changes. Technology is more advanced than before. Also, the result of economic activities presently is entirely different. For instance, during our time, there was no access to internet activities such as e-marketing. In a global sense, it affects the social development between people. A community inaccessible to internet deals only within their vicinity. But because of the internet revolution, new generations deal with other people beyond their own community." (P8)

"Studying the new technology was not easy. However, I see to it that I understood the technology nowadays." (P6)

"It is all the same. The only thing different is there is technology and resources available and people are more connected." (P5)

### **C. Contrasting Behavioral Changes**

Given that Generation Y grew up in a different environment, the behavior that they have developed is different from other generations. The absence of technology allowed them to be resourceful and helped in developing their social skills. As a result,

generation Y is more straightforward than the generation nowadays, which is greatly dependent on technology and perceived as materialistic. They stated:

*"I guess the difficulties of the individuals born during Generation Y versus the present would be their behavior because there is a big difference in their behavior and attitude." (P6)*

*"Yes, the process is entirely different. In terms of education, the traditional way of education system was equipped in my era. However, these days, children are provided with technologies to help them. Moreover, social skills were of importance at those times. But those are considered irrelevant now as they can be done through the internet." (P8)*

*"I think the difference is how we used to enjoy even the simplest of things. People nowadays find enjoyment in the things you need to give to them." (P4)*

## DISCUSSIONS

Having lived in such an unstable time, the participants experienced various circumstances that pushed them to make certain adjustments in different aspects of their lives in terms of: **significant challenges, adaptive capabilities, life-long learnings, and generational differences.** Throughout this study, the main objective was to gain a better understanding of how Millennials accommodate to the technological age, the way their lives were during their time, and some of the challenges they faced. The participants disclosed different perspectives, mindsets, and adaptations throughout their lives. Hence, they have highlighted the following aspects:

## Significant Challenges

Significant challenges involve adjusting how technology is used, access to telecommunication, societal issues, and their financial aspects. Due to technology's prominence during their time, many millennials have had to adapt to technical issues that may have hindered their ability to get employed. In their early years, the internet was not accessible to most, so people had to solve problems by themselves. Millennials have been called narcissistic in the past, but they were raised to believe they are special. Their beauty represents the hope and joy of generations that survived two world wars, more wars, and financial devastation according to Landrum, S. (2017). The life experiences of Generation Y individuals were also quite different from that of Baby Boomers. Their differences have to do with the way they received information around the internet, specifically how televisions impacted Baby Boomers and how the internet did the same for Millennials according to Tanner R. (2021). Millennials usually want jobs in which they can maintain a solid work-life balance. Families and personal goals are important to them, so they would prefer to work in a job that allows them to spend more time with their families. There are some instances in which they would prefer to work a flexible schedule over one that pays more as cited from Indeed Editorial Team (2021).

## Adaptive Capabilities

Adaptive Capabilities focuses on how individuals of Generation Y were able to readjust to their swiftly changing world. The reason behind this is the rapidly developing society wherein many things occurred in a short time span. Millennials are perceived to be the most adaptable and open-minded generation as cited from Pew Research Center (2010). This is evident by the many events

that transpired during Generation Y. Typhoon Nitang hit the Philippines causing 1,458 casualties both dead or missing as cited from ReliefWeb (1984). During that time most of the millennials were still newborns but they still experienced the event. The internet was introduced on March 29, 1994, which hastened technological advancements as taken from the Department of Information and Communications Technology (2015). Although the internet back then was slow it paved the way for easier access to information which in turn gave birth to more knowledge. Millennials were born into a time that was always changing, thus, developing a more flexible mindset. The world now is moving quickly and millennials are the ones quickly readjusting to the changing times.

### Life-Long Learnings

Life-Long Learnings is viewed as an important aspect of personal growth, relationships, careers, and overall happiness and well-being by millennials. It transpires from the past experiences they have had and the ways they have overcome those challenges. Learning from technology and staying connected through social media have never been more important than it is today as the world embraces technology. As their parents were involved throughout their childhood, Millennials have grown up in the most child-centric period in history. It is not unusual for parents to jump in at a moment's notice when problems arise. Often, their parents continue to be involved in their children's decision-making processes as they enter colleges and medical schools according to Schwarts, A. C., et al. (2018).

### Generational Differences

Generational Differences pertain to the varying viewpoints and opinions that Generation Y and Generation Z have. The reason is the different generations that they have lived in and had distinct living circumstances. A generation gap, also called generation difference, is inadequate communication between two generations, often between young people and their parents (Dictionary.com). This difference occurs in many parts of people's lives and manifests in their actions, behaviors, and thoughts toward each other. In the workplace, existing discrepancies are because of separate variables and not generational differences according to Costanza, D. P., et al. (2021). The differences between generations have little impact on the performance of co-workers in a workplace. Thus, it is not the case of co-workers belonging to contrasting generations. In an experiment, there were undergraduate students aged 30 and below in 85 trainer-trainee pairs. They have all received speech enhancement software that can change their voices to sound old or young. When the trainees' voices were vocally older, they received worse training than trainees sounding younger according to McCausland, T. C., et al. (2015). It is not a case of how a generation performs a task differently compared to another generation. It is the belief that a generation has untoward another that needs attention. The co-workers of varying generations can work properly. The difficulties lie in the thought process each generation has. There are no significant disparities between generations, only the belief that there are which can cause anomalies. The views each person has toward their generation interfere with their behavior causing avoidance or conflict towards their co-workers according to Finkelstein L. M., et al. (2020). There are no physical problems in the workplace, though evident in the relations

each co-worker has from differing age groups. Having interpersonal difficulties with co-workers will provide many disputes that can pile up. Cooperation with others is a necessary skill to be able to work efficiently and without disputes. The stereotypes that surround each generation that turns into a belief are the problem. Generational Differences does not truly matter as it has practically no effect on one's performance.

## CONCLUSION

It can be said that the life experienced by millennials is the most hectic due to the many events that transpired. In spite of the hardships they faced, the effects from their generation still carry on today are evident in their being as a person and how the world progresses nowadays. Millennials have gone through many hurdles as they went through life.

At the time, society was only beginning to advance in technology such that people were not able to predict. This came in many different forms such as the internet, wars, and finances. Due to how millennials had to adapt at that time, they were given the bad name narcissism. However, it is due to the harsh times they were able to balance out work, family, and goals in their lives, as well as how the internet changed their perception and mental health.

Due to this foregoing, they became known for their adaptability in struggling times. Since they lived in a time where the world was rapidly changing and did not wait for them, they had to catch up. They were able to change their mindsets and perceptions if need be to progress towards their goals.

They lived in changing times but it does not mean their entire household follows suit. Their parents were the center of their lives at

many times. They lived in times in which they were bound by their family and then suddenly freed. As they moved on through harsh times they obtained aspirations and goals not present to them before.

While millennials care not for the differences between generations, it does not stop them from their beliefs. Like in any generation, they know how others view them and this can be seen in both positive and negative lights. It causes social difficulties most present in workplaces. It can be alleviated to allow for better cooperation between generations not present before.

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## Appendix A- Validation Letters



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



October 26, 2020

**ROWENA ELSA P. SAGAYADORO, Ed.D.**  
Science Teacher  
Junior High School 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, **DISCOVERING EXUBERANT 90'S ERA: A PHENOMENOLOGICAL STUDY ON THE NEEDS AND TURNS OF GENERATION "Y"**.

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,

*[Signature]*  
Faith Jewel A. Bondoc

*[Signature]*  
Josh Ragnall E. Espino

*[Signature]*  
Shaine Alyssa Y. Agulto

*[Signature]*  
John Nicholas B. Isip

*[Signature]*  
David John P. Sikat

*[Signature]*  
Kevin Christian J. Coquilla

*[Signature]*  
Angelliz Ken A. Lopez  
Researchers

*[Signature]*  
Alnthon J. Uy

Noted by:

*[Signature]*  
**DR. DON JOHN A. VALLESTEROS**  
Research Adviser

*[Signature]*  
**DR. NOEMI F. FORMARAN**  
SHS Vice Principal

Approved by:

*[Signature]*  
**ROWENA ELSA P. SAGAYADORO, Ed.D.**  
Validator



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



October 26, 2020

**WAMA A. JORBINA, DALC**  
English Teacher  
Junior High School Department  
Philippine School Doha  
Doha, State of Qatar

Dear Ma'am:

**Warm Greetings!**

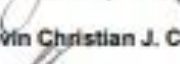
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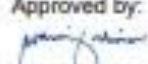
 <b>Faith Jewel A. Bondoc</b>	 <b>Josh Ragnal E. Espino</b>
 <b>Shaine Alyssa Y. Agulto</b>	 <b>John Nicholas B. Isip</b>
 <b>David John P. Sikat</b>	 <b>Kevin Christian J. Coquilla</b>
 <b>Angelliz Ken A. Lopez</b> Researchers	 <b>Airmon J. Uy</b>

Noted by:

  
**DR. DON JOHN A. VALLESTEROS**  
Research Adviser

  
**DR. NOEMI F. FORMARAN**  
SHS Vice Principal

Approved by:

  
**WAMA A. JORBINA, DALC**  
Validator





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



October 21, 2020

**MONALIZA P. CAYATOC, MAG, RGC**  
Faculty  
Senior High School 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, **DISCOVERING EXUBERANT 90'S ERA: A PHENOMENOLOGICAL STUDY ON THE NEEDS AND TURNS OF GENERATION "Y"**.

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,

*[Signature]*  
**Faith Jewel A. Bondoc**

*[Signature]*  
**Josh Ragnall E. Espino**

*[Signature]*  
**Shaine Alyssa Y. Agulto**

*[Signature]*  
**John Nicholas B. Isip**

*[Signature]*  
**David John P. Sikat**

*[Signature]*  
**Kevin Christian J. Coquilla**

*[Signature]*  
**Angelliz Ken A. Lopez**

*[Signature]*  
**Airthon J. Uy**

Researchers

Noted by:

*[Signature]*  
**DR. DON JOHN A. VALLESTERO**  
Research Adviser

*[Signature]*  
**DR. NOEMI F. FORMARAN**  
SHS Vice Principal

Approved by:

*[Signature]*  
**MONALIZA P. CAYATOC, MAG, RGC**  
Validator

## Appendix B- Consent Letter



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



November 2, 2020

**Dear Participant,**

I am Faith Jewel A. Bondoc, a senior high school student of Philippine School Doha, currently working on my research study entitled: **DISCOVERING EXUBERANT 90'S ERA: A PHENOMENOLOGICAL STUDY ON THE NEEDS AND TURNS OF GENERATION "Y"**.

In this regard, I am humbly requesting your utmost participation in the mentioned research project. The study is essentially private and serves as a partial fulfillment for my requirements for Grade 11 – STEM Strand. Your participation includes your consent to share experiences living as part of Generation "Y" and your view about life back then from 1980 to 1994. The interview will last an hour at most and extensions will be discussed with you. Aware of the limitation to take note all the sharing, may I ask permission for your responses to be recorded for the purpose of transcribing and categorizing data. Your sharing will be kept highly confidential. As much as possible I will be using a pseudonym for your name. This study will be shared with my research committee and other appropriate members of Philippine School Doha. The final result of this research project will be for publication and certainly be available at the school library.

Thank you very much for your time and effort in anticipation that your experience will



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



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 Year of birth: \_\_\_\_\_

*Details are kept highly confidential.*

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## Appendix D- Interview Questions

*Central Question:*

**How do people born in a Generation Y era maintain happiness concerning their lifestyle?**

*Specific Questions:*

1. How did people born in the Generation Y era face the difficulties of the '90s?
2. What are the typical activities and the everyday recreational activities of people born in a Generation Y era?
3. In what way do people born in a Generation Y era handle life challenges?

*Developmental Questions:*

**1.1. How do you describe the difference between the difficulties of the individuals born during Generation Y to the present?**

- 1.1.1. What are the specific (global/community) problems that only transpired during your era?
- 1.1.2. In what way are the Generation Y era problems different from the issues that occurred after?
- 1.1.3. As a millennial, how were you able to adapt to your past and present difficulties?
- 1.1.4. How did you adapt to the changes in technology in facing your problems?
- 1.1.5. Did the difficulties you have faced during your 90s affect how you meet your present challenges? If yes, how so? If no, how did it not?
- 1.1.6. What difficulties were significant and helpful for you to become the person you are?

**1.2. How did you manage to maintain happiness despite the difficulties you faced during the Generation Y era?**

- 1.2.1. Did you think that you were happy despite the difficulties that you faced during your era? If yes, what were the matters that helped you cope up with the difficulties? If no, why not?
- 1.2.2. What were the positive and negative emotions you felt/experienced during your teenage years?
- 1.2.3. What were the recreational activities that you engaged in? How do these activities relate to the difficulties you have faced as a millennial?
- 1.2.4. What activities did you usually do when you were alone? In what way, these activities make you happy even if it is by yourself?
- 1.2.5. What activities did you usually do when you were with friends?

### **1.3. What were the occurrences of the Gen Y era that left an impact despite the hardships they have experienced?**

**1.3.1.** What were the things that you have experienced that made these occurrences significant to you?

**1.3.2.** How would you describe your emotions towards those occurrences?

**1.3.3.** Has there been a point in time where an event was too hard for you that you gave up or nearly gave up? If yes, what pushed you to keep going? If no, how did you cope up with that event?

**1.3.4.** What occurrences help you to shape who you are in the present?

**1.3.5.** Are there occurrences in the 90s that you still experience today? If yes, how do you deal with it? If no, how did you handle it before?

### **1.4. Was it more enjoyable to live in the Gen Y earlier years than the present even if there are difficulties? If yes, in what way did you enjoy it? If no, why did you not enjoy it?**

**1.4.1.** What were the things that made your childhood experiences unique compared to the latest generations?

**1.4.2.** How would you describe these experiences?

**1.4.3.** Were the activities that you did affect the lifestyle you have in the present? If yes, how so? If no, how did your lifestyle change?

**1.4.4.** Which activities did you do in the 90s that you still enjoy and do in the present?

### **1.5. How do you describe life during the Generation Y Era?**

**1.5.1.** Can you say that the process of growing up of the people born during the Generation Y era and the generations ahead of you are different? If yes, what makes you think so? If no, how was it the same?

**1.5.2.** What experiences have you gone through while growing up that made your approach to challenges different from the way other generations do?

**1.5.3.** How is it like to grow up during the time that technology is still developing?

**1.5.4.** What were those trends or sources of entertainment that made your life simple but joyful?

### **Appendix E- Cool Analysis of Data (sample)**

Cool Analysis

QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	S
1.1. How do you describe the difference between the difficulties of the individuals born during Generation Y to the present?	The difficulties that I experienced during my time was the communication. During my childhood days, it was difficult to communicate to other people who are far from us, however, for the present generation they did not face any difficulties in communication because of the technology they have today.	There are many differences between those such as the way they handle things and the way they respond to certain situations.	I was born in the 90's and I was only 5 years old so I did not experience any difficulties. But from my observation I saw that people in that era struggle in accumulating or acquiring information. They need to go to libraries to do research, unlike today information is readily available on the internet.	Those were the times when people were independent compared to the generations now. The people back then, they knew how to live independently.	The difficulties back then were no access to gadgets and the internet which led to poor communication compared to now.	I guess the difficulties of the individuals born during Generation Y versus the present would be their behavior because there is a big difference in their behavior and attitude.	I can say the difference during my era is that there is not much technology compared today. With so much technology, you can see all the results of whatever problems you encounter, but before we have to stick in the newspaper, on the television itself. So, I think the information right now is more tangible, and it is easy to reach.	Life was simple back then, but nowadays, it is more complicated than what we have during my time because of technological advancement. Before, we did not own cell phones and computers, instead mostly hardcopies. Access to knowledge is everywhere and very easy. It has both advantages and disadvantages to it.	The participants said it was challenging to communicate with other people from afar since there was no access to gadgets and the internet. They also struggled in acquiring information because they needed to go to libraries and have hard copies. Compared to now, where there is access to knowledge everywhere. They also said there was a difference in behavior and how they handle and respond to certain situations.
1.1.1. What were the specific (global/community) problems that only transpired during your era?	The global problems that transpired during our era is climate change. It has been continuous up to this time.	What is happening now is the same with what happened during our era it is just some things were easier to handle during our times.	The problem during that era was more on transitioning or adapting to the new technology, for example the morality of what is being shown on TV before were more violent and explicit, unlike today it is more controlled and friendly	There was a lack of technology before. Unlike before, we have the internet, where we can search up anything. During our time before, we had to use encyclopedias and dictionaries	In the community when a child gets into an argument in simple quarrels it would lead to a bigger problem that then involves parents.	I really cannot think of any because if there were, I am still little before, so I really can't answer that question.	During our period, it is SARS. It is a respiratory disease, but now we have Covid-19, so it is very famous during that time. It is like Covid-19, but SARS has fewer death tolls, but now we have so many death tolls during the present era.	While growing up community problems seems to be a product of group behaviors such as gang wars of fraternities, and drinking alcohol of teenagers due to peer pressure.	The participants said that the global/community problems that transpired during their era were climate change, feuding between fraternities, and peer pressure. They also said SARS which is a respiratory disease. The others also said lack of technology and when a child gets into an argument will lead to a bigger one. Though

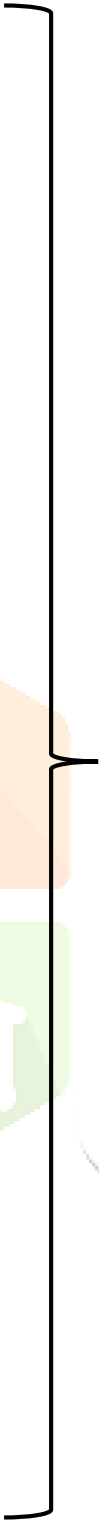


Appendix F-Dendogram

QUESTIONS	RESPONSES	THOUGHT UNIT	THEMES	CATEGORY
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<p><b>1.1. How do you describe the difference between the difficulties of the individuals born during Generation Y to the present?</b></p>	<p>The participants said it was challenging to communicate with other people from afar since there was no access to gadgets and the internet. They also struggled in acquiring information because they needed to go to libraries and have hard copies. Compared to now, where there is access to knowledge everywhere. They also said there was a difference in behavior and how they handle and respond to certain situations.</p>		<p><b>Attaining Technological Necessities</b></p>	<p><b>SIGNIFICANT CHALLENGES</b></p>
<p><b>1.1.1. What were the specific (global/community) problems that only transpired during your era?</b></p>	<p>The participants said that the global/community problems that transpired during their era were environmental challenges like climate change, typhoons, earthquakes, and global warming. They also said SARS which is a respiratory disease. The others also said lack of technology and when a child gets into an argument will lead to a bigger one. Though they said it is the same, it is just easier to handle things now.</p>		<p><b>Attaining Technological Necessities</b></p>	<p><b>SIGNIFICANT CHALLENGES</b></p>
<p><b>1.1.6. What difficulties were significant and helpful for you to become the person you are?</b></p>	<p>The participants who had significant difficulties were financial and family issues, going abroad, having no access to technology, past experiences and resolutions, and adapting to a new environment.</p>		<p><b>Attaining Technological Necessities</b></p>	<p><b>SIGNIFICANT CHALLENGES</b></p>
<p><b>1.3.5. Are there occurrences in the 90s that you still experience today? If yes, how do you deal with it? If no, how did you handle it before?</b></p>	<p>The participants said that the occurrences that still happen today are within the government and environmentally-wise, on how they trust people and other family issues. However, some contradicted and said that the current generation has completely changed.</p>		<p><b>Overcoming Societal Issues</b></p>	<p><b>SIGNIFICANT CHALLENGES</b></p>
<p><b>1.1.1. What were the specific (global/community) problems that only transpired</b></p>	<p>The participants said that the global/community problems that transpired during their era were environmental challenges like climate change, typhoons, earthquakes, and global warming. They also said SARS which is a respiratory disease. The others also said lack of technology and when a child gets into an argument will lead to a bigger one. Though they said it is the same, it is just easier to handle things now.</p>		<p><b>Overcoming Societal Issues</b></p>	<p><b>SIGNIFICANT CHALLENGES</b></p>

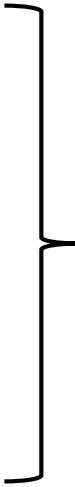
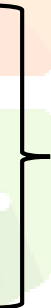
<p>during your era?</p>						
<p><b>1.1.6. What difficulties were significant and helpful for you to become the person you are?</b></p>	<p>The participants who had significant difficulties were financial and family issues, going abroad, having no access to technology, past experiences and resolutions, and adapting to a new environment.</p>		<p style="text-align: center;"><b>Resolving Financial Matters</b></p>			
<p><b>1.2.2. What were the positive and negative emotions you felt/experienced during your teenage years?</b></p>	<p>The positive emotions that the participants felt were when they spent time with their peers during their teenage years. The negative emotions that they experienced were from worrying about personal matters and having to face financial problems. A participant also said that being free made him/her feel positive emotions. However, it also made him/her feel alone.</p>					
<p><b>1.5.3. How is it like to grow up during the time that technology is still developing?</b></p>	<p>The participants said that it was exciting growing up when technology was developing because there was something to look forward to. Still, it was also problematic since if you could not afford the technology, it would be hard to search for information.</p>					
<p><b>1.2. How did you manage to maintain happiness despite the difficulties you faced during the Generation Y era?</b></p>	<p>The participants said that during the generation Y era, they managed to maintain happiness besides their difficulties through allotting time to do the things that bring them joy, having a support system, accepting the things the way they are, as well as finding reasons to be happy even through the darkness.</p>					
<p><b>1.2.1. Did you think that you were happy despite the difficulties that you faced during your era? If yes, what were the matters that</b></p>	<p>The participants relied on strong support systems, trusted in their faith in God, and learned from past experiences that helped them cope with their difficulties and taught them to appreciate simple joys even more.e.</p>					

<p>helped you cope up with the difficulties? If no, why?</p>			<p><b>Maintaining Personal Relationships</b></p>	<p><b>ADAPTIVE CAPABILITIES</b></p>
<p>1.2.2. What were the positive and negative emotions you felt/experienced during your teenage years?</p>	<p>The positive emotions that the participants felt were when they spent time with their peers during their teenage years. The negative emotions that they experienced were from worrying about personal matters and having to face financial problems. A participant also said that being free made him/her feel positive emotions. However, it also made him/her feel alone.</p>		<p><b>Maintaining Personal Relationships</b></p>	
<p>1.2.3. What were the recreational activities that you engaged in? How do these activities relate to the difficulties you have faced as a millennial?</p>	<p>The recreational activities that the participants engaged in are usually outdoor activities such as sports and outdoor games. Engaging in these activities helped them shift their focus on the things that make them happy and develop a support system.</p>			
<p>1.3.3. Has there been a point in time where an event was too hard for you that you gave up or nearly gave up? If yes, what pushed you to keep going? If no, how did you cope up with that event?</p>	<p>The participants said that academic goals, failures, and friend and family support kept them going despite their difficulties. One of them also faced maternal challenges but overcame them through faith and responsibility.</p>			
<p>1.4. Was it more enjoyable to live in the Gen Y earlier</p>	<p>The participants said it was more enjoyable to live in the Gen Y earlier years because they could experience the evolution of technology, play outside, everything, and</p>			



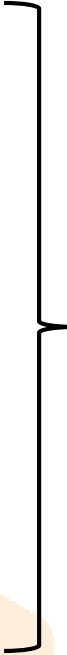

<p><b>years than the present even if there are difficulties? If yes, in what way did you enjoy it? If no, why did you not enjoy it?</b></p>	<p>mingle/interact with different people. Also, they said that they did not have much responsibility to spend a lot of time with their family and friends. Now, they could share it with their kids; however, life is more comfortable now in technical aspects.</p>			
<p><b>1.4.2. How would you describe these experiences?</b></p>	<p>The participants describe those experiences as unforgettable and memorable because back then they could just play with their friends and nature. They said it was also challenging since they had to explain the games they played during their time.</p>			
<p><b>1.5.2. What experiences have you gone through while growing up that made your approach to challenges different from the way other generations do?</b></p>	<p>The participants said that the experiences that made them approach challenges different from the other generations were technology use because before, they had to go to the library and read books to gather information. Still, now people can rely on the internet easily. Also, having friends can talk to about their problems and their challenges and appreciate life more and resiliency.</p>	}	<p><b>Maintaining Personal Relationships</b></p>	
<p><b>1.5.4 What were those trends or sources of entertainment that made your life simple but joyful?</b></p>	<p>The participants said that the trends or entertainment sources that made their life joyful but straightforward were playing outside with friends, eating, and watching movies and series.</p>	}		
<p><b>1.2.3. What were the recreational activities that you engaged in? How do these activities relate to the</b></p>	<p>The recreational activities that the participants engaged in are usually outdoor activities such as sports and outdoor games. Engaging in these activities helped them shift their focus on the things that make them happy and develop a support system.</p>	}	<p><b>Unrelenting Recreational Interests</b></p>	

<p><b>difficulties you have faced as a millennial?</b></p>					
<p><b>1.2.4. What activities did you usually do when you were alone? In what way, these activities make you happy even if it is by yourself?</b></p>	<p>The participants' said self-expression, physical activities, eating, and watching films are the activities that they usually do when they are alone. They also mentioned that those activities guided them into life realizations and helped them relax their minds.</p>		<p><b>Unrelenting Recreational Interests</b></p>		
<p><b>1.2.5. What activities did you usually do when you were with friends?</b></p>	<p>The participants mentioned that they usually play video and outdoor games, watch films and go to different places together with friends. A participant also said that he/she bible study with friends.</p>				
<p><b>1.4.1. What were the things that made your childhood experiences unique compared to the latest generations?</b></p>	<p>The participants said that the things that made their childhood unique to the latest generation where they can always have fun without technology by playing outside with sand, tires, or mud. They also would do that before they had physical interaction with whom they are playing, unlike now, which is online.</p>				
<p><b>1.4.4. Which activities did you do in the 90s that you still enjoy and do in the present?</b></p>	<p>The participants said that hanging out with their friends, playing games, listening to music, and reading books are the activities that they still enjoy in the present.</p>				
<p><b>1.5.4. What were those trends or sources of entertainment that made your life</b></p>	<p>The participants said that the trends or entertainment sources that made their life joyful but straightforward were playing outside with friends, eating, and watching movies and series.</p>				<p><b>Unrelenting Recreational</b></p>

simple but joyful?			Interests	
<p><b>1.1.3. As a millennial, how were you able to adapt to your past and present difficulties?</b></p>	<p>The participants said that they were able to adapt to their past and present difficulties by keeping up with the technology, through their experiences, support from their family and friends, religion and understanding a person's behavior and attitude.</p>		<p><b>Assimilating Past Experiences</b></p>	
<p><b>1.1.5. Did the difficulties you have faced during your 90s affect how you meet your present challenges? If yes, how so? If no, how did it not?</b></p>	<p>The participants said that it affected them by having a strong foundation, becoming more industrious and productive, being able to grow from challenges, considering other people, being flexible and patient, and adapting.</p>			
<p><b>1.2.1. Did you think that you were happy despite the difficulties that you faced during your era? If yes, what were the matters that helped you cope up with the difficulties? If no, why?</b></p>	<p>The participants relied on strong support systems, trusted in their faith in God, and learned from past experiences that helped them cope with their difficulties and taught them to appreciate simple joys even more.</p>		<p><b>Assimilating Past Experiences</b></p>	
<p><b>1.2. How did you manage to maintain happiness despite the difficulties you faced during the Generation Y era?</b></p>	<p>The participants said that during the generation Y era, they managed to maintain happiness besides their difficulties through allotting time to do the things that bring them joy, having a support system, accepting the things the way they are, as well as finding reasons to be happy even through the darkness.</p>			

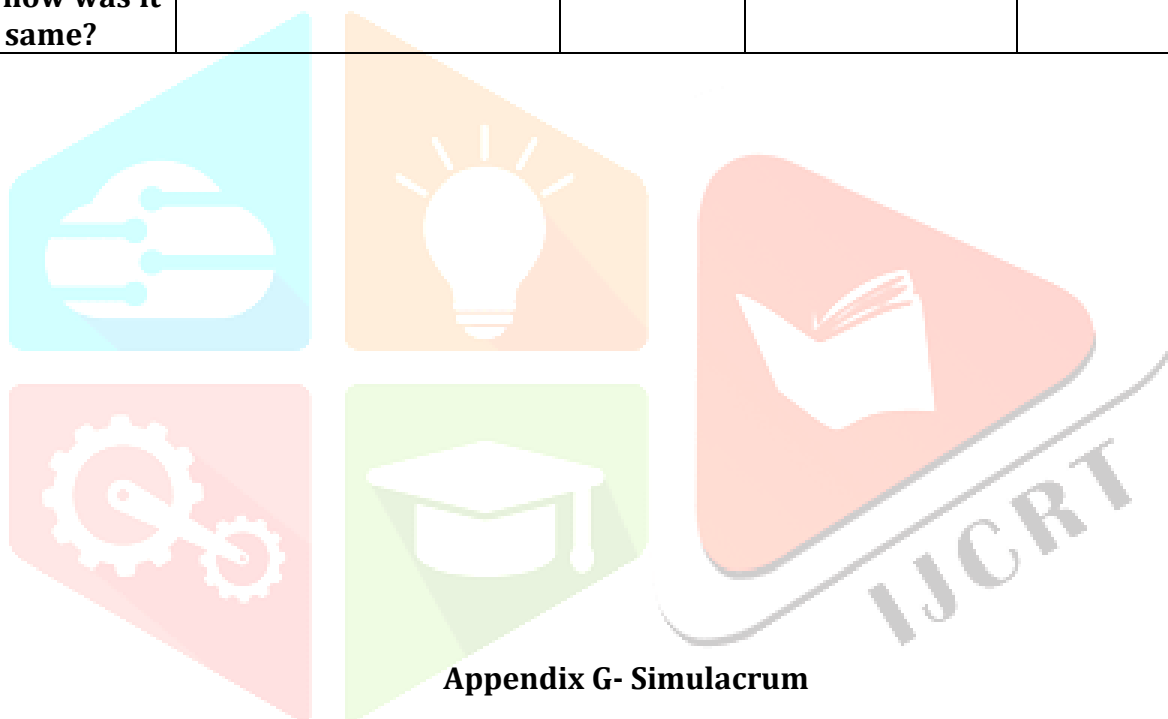
<p><b>1.3. What were the occurrences of the Gen Y era that left an impact despite the hardships they have experienced?</b></p>	<p>The participants said independence and resiliency were both widely known in their generation. Despite the hardships it caused, they remained positive in all aspects and instantly thought of solutions. Some of the participants have also mentioned concerns about the impacts of a weakened economy, technological advances, and political issues.</p>		<p><b>Setting Positive Mindset</b></p>	<p><b>LIFE-LONG LEARNINGS</b></p>
<p><b>1.3.1. What were the things that you have experienced that made these occurrences significant to you?</b></p>	<p>The participants mentioned family problems; being autonomous and optimistic was significant since most of the lessons they learned occurred. One participant added that the use of cell phones also contributed to those occurrences.</p>			<p><b>LIFE-LONG LEARNINGS</b></p>
<p><b>1.3.2. How would you describe your emotions towards those occurrences?</b></p>	<p>The participants said that they felt mostly sadness and anxiety during the 90s era. However, they remained positive, which also made them happy and content.</p>			
<p><b>1.2.2. What were the positive and negative emotions you felt/experienced during your teenage years</b></p>	<p>The positive emotions that the participants felt were when they spent time with their peers during their teenage years. The negative emotions that they experienced were from worrying about personal matters and having to face financial problems. A participant also said that being free made him/her feel positive emotions. However, it also made him/her feel alone.</p>	<p><b>LIFE-LONG LEARNINGS</b></p>		
<p><b>1.3. What were the occurrences of the Gen Y era that left an impact despite the hardships they have experienced?</b></p>	<p>The participants said independence and resiliency were both widely known in their generation. Despite the hardships it caused, they remained positive in all aspects and instantly thought of solutions. Some of the participants have also mentioned concerns about the impacts of a weakened economy, technological advances, and political issues.</p>		<p><b>Imbibing Liberal Attitudes</b></p>	
<p><b>1.3.4. What occurrences help you to shape who</b></p>	<p>The participants said that the struggles and hardships they encountered at that time helped them become who they are today. Some of them included solving problems independently without aid from their</p>			

<p><b>you are in the present?</b></p>	<p>friends or family.</p>				
<p><b>1.1.5. Did the difficulties you have faced during your 90s affect how you meet your present challenges? If yes, how so? If no, how did it not?</b></p>	<p>The participants said that it affected them by having a strong foundation, becoming more industrious and productive, being able to grow from challenges, considering other people, being flexible and patient, and adapting.</p>		<p><b>Establishing Strong Foundations</b></p>		
<p><b>1.3. What were the occurrences of the Gen Y era that left an impact despite the hardships they have experienced?</b></p>	<p>The participants said independence and resiliency were both widely known in their generation. Despite the hardships it caused, they remained positive in all aspects and instantly thought of solutions. Some of the participants have also mentioned concerns about the impacts of a weakened economy, technological advances, and political issues.</p>				
<p><b>1.5.2. What experiences have you gone through while growing up that made your approach to challenges different from the way other generations do?</b></p>	<p>The participants said that the experiences that made them approach challenges different from the other generations were technology use because before, they had to go to the library and read books to gather information. Still, now people can rely on the internet easily. Also, having friends can talk to about their problems and their challenges and appreciate life more and resiliency.</p>			<p><b>Establishing Strong Foundations</b></p>	
<p><b>1.1. How do you describe the difference between the difficulties of the individuals born during Generation Y to the present?</b></p>	<p>The participants said it was challenging to communicate with other people from afar since there was no access to gadgets and the internet. They also struggled in acquiring information because they needed to go to libraries and have hard copies. Compared to now, where there is access to knowledge everywhere. They also said there was a difference in behavior and how they handle and respond to certain situations.</p>		<p><b>Withstanding Personal Difficulties</b></p>		<p><b>GENERATIONAL DIFFERENCES</b></p>

<p><b>1.1.2. In what way are the Generation Y era problems different from the issues that occurred after?</b></p>	<p>The participants said that they had encountered the same difficulties beforehand and after. But since technology is more advanced now, the problems are easy to solve, and people are more open-minded now than before to reach others' help.</p>		<p><b>Withstanding Personal Difficulties</b></p>	
<p><b>1.5.2. What experiences have you gone through while growing up that made your approach to challenges different from the way other generations do?</b></p>	<p>The participants said that the experiences that made them approach challenges different from the other generations were technology use because before, they had to go to the library and read books to gather information. Still, now people can rely on the internet easily. Also, having friends can talk to about their problems and their challenges and appreciate life more and resiliency.</p>			
<p><b>1.1.2. In what way are the Generation Y era problems different from the issues that occurred after?</b></p>	<p>The participants said that they had encountered the same difficulties beforehand and after. But since technology is more advanced now, the problems are easy to solve, and people are more open-minded now than before to reach others' help.</p>		<p><b>Emerging Technological Advancements</b></p>	
<p><b>1.1.4. How did you adapt to the changes in technology in facing your problems?</b></p>	<p>The participants said that they adapt to the change in technology, facing their problems by learning how to use it and its benefits, attending seminars related to the issue, talking to people through technology, assistance from their children, and taking advantage of their profession.</p>			
<p><b>1.4.1. What were the things that made your childhood experiences unique compared to the latest generations?</b></p>	<p>The participants said that the things that made their childhood unique to the latest generation where they can always have fun without technology by playing outside with sand, tires, or mud. They also would do that before they had physical interaction with whom they are playing, unlike now, which is online</p>			

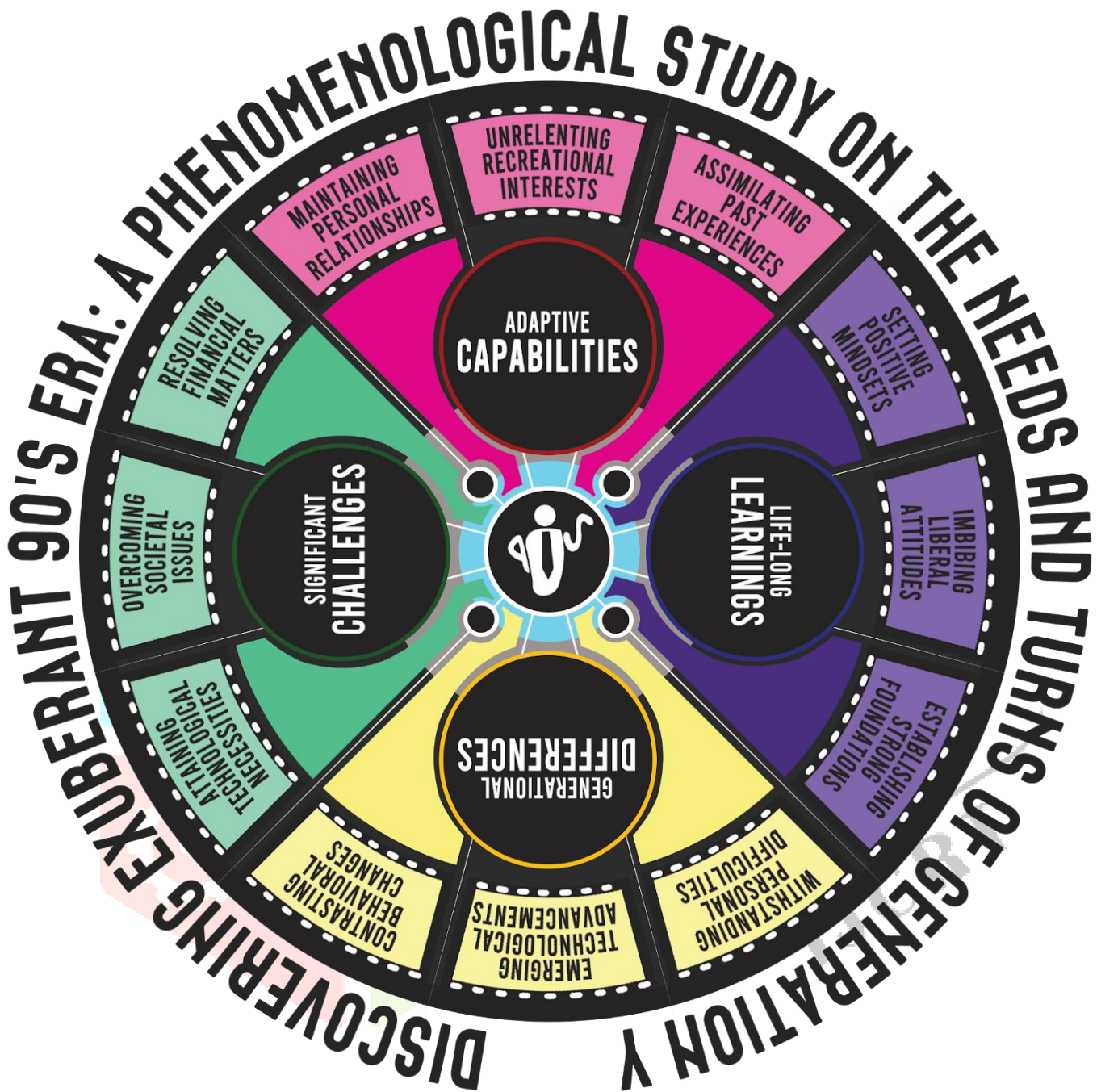
<p><b>1.5. How do you describe life during the Generation Y Era?</b></p>	<p>The participants said that their life during the Generation Y era was simple, effortless, and less complicated. Before, they just play, study, and interact more with other people.</p>			
<p><b>1.5.1. Can you say that the process of growing up of the people born during the Generation Y era and the generations ahead of you are different? If yes, what makes you think so? If no, how was it the same?</b></p>	<p>The participants said that the big difference was the technology because kids born in the present generation are more exposed and dependent on technology. They also help the children in their education today and that the social skills are already irrelevant since children could do it through technology.</p>		<p><b>Emerging Technological Advancements</b></p>	
<p><b>1.1. How do you describe the difference between the difficulties of the individuals born during Generation Y to the present?</b></p>	<p>The participants said it was challenging to communicate with other people from afar since there was no access to gadgets and the internet. They also struggled in acquiring information because they needed to go to libraries and have hard copies. Compared to now, where there is access to knowledge everywhere. They also said there was a difference in behaviour and how they handle and respond to certain situations.</p>			<p><b>Contrasting Behavioral Changes</b></p>
<p><b>1.1.2. In what way are the Generation Y era problems different from the issues that occurred after?</b></p>	<p>The participants said that they had encountered the same difficulties beforehand and after. But since technology is more advanced now, the problems are easy to solve, and people are more open-minded now than before to reach others' help.</p>			

<p><b>1.5.1.</b> <b>Can you say that the process of growing up of the people born during the Generation Y era and the generations ahead of you are different? If yes, what makes you think so? If no, how was it the same?</b></p>	<p>The participants said that the big difference was the technology because kids born in the present generation are more exposed and dependent on technology. They also help the children in their education today and that the social skills are already irrelevant since children could do it through technology.</p>		<p><b>Contrasting Behavioral Changes</b></p>	
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**Appendix G- Simulacrum**





**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. It is the task of the researcher to focus the line of interview questions directly on research related matters being studied upon. Interviews consist of three parts, namely: a) research preparation; b) interview proper; and c) research analysis and follow ups.

### A. *Research Preparation*

The researcher introduces himself and explains 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 are scheduled should the permission from them be granted.

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

### B. *Interview proper*

- a. Ambience with a good 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* is filled out and informed consent is 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. Remembers that it is a conversation.
- e. Let's the interviewee feel at home by allowing him/her to talk more; elicits as much information as he can, concentrates on the focus/target questions until probing is achieved.
- f. Tries to think ahead of the questions so that conversations are not interrupted.
- g. Asks the interviewee if there is additional information that he/she would like to share.
- h. Asks for other available forms of communication that would enhance strength of the information being shared.

### C. *Paper Work and Follow up*

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