
| RESEARCH ARTICLE

Surface Pressure: Lived Experiences of Eldest Siblings who are Employed College Students

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| ABSTRACT

This thesis was conducted to explore the lived experiences of the University of Cebu's eldest siblings, who are employed college students. It discusses factors that have influenced them in working and studying simultaneously, the challenges they have encountered, and the strategies they used to overcome the difficulties. This research used a qualitative research method and was participated in by sixteen (16) informants from the College of Arts and Sciences, the College of Teacher Education, the College of Computer Studies, and the College of Criminal Justice. The researchers utilized snowball sampling and the non-probability sample technique of purposive sampling to select the participants. A semi-structured interview questionnaire consisting of open-ended questions was used to gather the participant's data and was analyzed through a process called Thematic Analysis. The participants' responses established eight (8) emergent themes, classified into three (3) overarching themes that offered answers to the sub-problems. The participant's important statements were then utilized to extract the emergent themes. The first overarching theme is *Factors Influenced Employed College Students to Juggle Work and Studies*. There were three (3) emergent themes regarding the influences that made the eldest siblings work while studying: *Insufficient Financial Resources, Personal Goals, and Eldest Siblings and the Filipino Culture*. The second overarching theme is *the Challenges Met by the Participants, which mainly focuses on the struggles they have experienced*. Under it are two (2) emergent themes: *Challenges on Self-Management and Weakened Bonds and Relationships*. The third overarching theme is *the Coping mechanisms of the participants in dealing with the challenges met*. These are the strategies for how the participants coped with the difficulties they had to face. Three (3) emergent themes were created: *Personal Disposition, Organization of Tasks and Activities, and Self-Maintenance*. The outcomes of this study were used to understand the lives of these individuals further and identify ways that may help them manage both work and studies as well as themselves.

| KEYWORDS

Surface Pressure, Lived Experiences, Eldest Siblings, Employed College Students, Qualitative Study, Thematic Analysis

| ARTICLE INFORMATION

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1. Introduction

The oldest children are perceived as the smartest, most responsible, obedient, stable, least emotional, and least creative. These confessions are not new and are relatable to the eldest sibling studying and working for their family. Their self-esteem and self-worth are greatly affected by their position and situations in life. In most cases, they cannot even say no when their family asks for something from them (Case, 2011).

Being the parent counterpart is likely the burden a firstborn must carry their whole life. In Indonesia, sending the eldest child to work for the family is the most typical scenario because the eldest has more abilities and is legally allowed to work. (Scroope,

2016). These capabilities, then, create the idea that firstborns are usually successful. It shows how the matter of providing for the needs of the families is given to them directly.

Moreover, in China, the oldest son has traditionally been responsible for looking after his parents as they age, managing all family affairs, providing a gathering place for family get-togethers, planning funerals when a parent passes away, and caring for the parent's graves. In the past, these individuals were in charge of maintaining the family name and inheriting most of their parent's assets. These are widely practiced traditions across Asia (Winerman, 2011).

In the Philippines, it has been practiced that the eldest child in the family becomes their sibling's second parent. They are entitled to be their family's provider once they finish their studies, even if they are still studying. Moreover, with the current pandemic, everyone faces financial expenses, health conditions, academics, and employment difficulties. These have cost some students much-needed income, leaving them with no choice but to get a job while studying. This population group has a distinct profile from "regular" students in higher education, typically in their roles as active workers and breadwinners/supporters of their families. It is common in the Philippines to see the eldest sibling working while studying due to the Filipino mindset rooted in the culture that firstborn children should give back to their parents to show gratitude for raising them. The heavy responsibility deprives them of becoming ordinary students that all children should experience regardless of which order they are born in or even their socioeconomic status.

As employed college students, pressure continuously grows within them, and its impact on a student's everyday life as the eldest in charge of practically everything, including their family's future, is hard to deny. Sometimes, the pressure is much odd and unmanaged, which causes them to end up with pessimistic mechanisms. These could be the cause of trying to do well in both studies and work. In Cebu, an article published in 2016 by The Freeman stated that employees must do well to maintain their positions. Doing better at one's job is the way to receive good and enough pay to cover daily expenses. The student requires income to finance the costs associated with attending school. Also, the student must perform well in school to defend the cost of their education, which was paid for with hard-earned money.

Therefore, the researchers are to expand the knowledge regarding the obstacles and pressures of the eldest siblings, who are also college-working students. They have provided that the researchers can analyze and interpret data objectively. Furthermore, to effectively address the sub-problems identified, researchers must concentrate solely on the study's scope.

2. Theoretical Background

The main anchor theory of this study is Alfred Adler's Birth Order Theory (1964). Furthermore, the primary theory supported by Murray Bowen's Family Systems Theory (1978) and B.F. Skinner's Radical Behaviorism Theory (1953).

According to Alfred Adler's birth order theory, a child's development and personality are influenced by their family, neighborhood, and birth order. The proponent most importantly acknowledges that one's singularity is somehow affected by an individual's order within their respective families through his concept of Birth Order. Narrowing the discussion on the firstborn children, according to Adler's Research, the eldest child regarded their parents' true identities. Consequently, taking on the role of the parent's second self is both a privilege and a duty. In this theory, the eldest children were inspired to grow up and be mature and responsible enough for their parents and younger siblings as they became aware of their familial situation. Firstborns are among siblings whose parents devote their attention, time, and resources exclusively. They have unhindered access to parental engagement. As a result, they are likely to be disciplined, conscientious, ambitious, and organized with perfectionistic tendencies.

Furthermore, according to Adler, the firstborn child typically experiences unique circumstances that shape their development. These circumstances include being the center of attention until the birth of subsequent siblings, having high expectations placed upon them by their parents, and feeling a sense of responsibility for their younger siblings.

According to Adler, one of the critical characteristics of firstborn children is an intense desire for achievement and success. This is likely because they have been raised with high expectations and a sense of responsibility for their younger siblings. Additionally, firstborn children may tend to be perfectionists and struggle with feelings of inferiority if they cannot live up to the expectations placed upon them.

Another important aspect of Adler's theory is that firstborn children may tend to be more traditional and conservative in their beliefs and values. This is because they have been raised in an environment where rules and expectations are firmly established, and they may feel a strong sense of obligation to follow these rules to maintain order and stability within the family.

Overall, Adler's Birth Order Theory suggests that the experiences and circumstances of being the firstborn child can significantly impact a person's personality and behavior. While there is some debate over the validity of this theory, it remains a popular framework for understanding how birth order can influence human development.

This study is supported by Family Systems Theory introduced by Murray Bowen. Family Systems Theory is a conceptual framework that seeks to understand the interdependent relationships within families and how they impact individual behavior and development. It further emphasizes the importance of understanding family dynamics to address individual problems and challenges effectively. According to Bowen, families are complex systems that operate as a unit, with each member influencing and being influenced by the others.

Moreover, Family Systems Theory is a structure in which each member has a function to fulfill and rules to follow. Everyone in the family must respond to each other according to their role specified by the relationship. Within the boundaries of the systems, patterns emerge when one family member's behavior is influenced by and influences the behavior of others in predictable ways. Maintaining the behavioral routine could lead to a healthy family structure or dysfunction. The shift in roles may keep the relationship stable but also push the family into a different equilibrium.

One key aspect of Bowen's Family Systems Theory is the concept of emotional triangles. According to Bowen, when tension arises between two individuals within a family system, a third person may become involved to reduce the tension. This can result in forming an emotional triangle, which can either help diffuse the tension or exacerbate it. Bowen believed understanding and addressing emotional triangles is essential for promoting healthy family functioning.

Another critical concept in Bowen's Family Systems Theory is the differentiation of self. Bowen argued that individuals vary in their ability to separate their emotional experiences from their family members. Those with a high level of differentiation can maintain their emotional stability even in the face of family stress and conflict. In contrast, those with a low level of differentiation may become enmeshed in their family's emotional turmoil.

Bowen's Family Systems Theory also provides a framework for understanding the complex interplay between individuals and their family systems. By understanding the unique dynamics within a family, professionals can develop interventions that address the root causes of individual problems and promote healthy family functioning.

Being the eldest child and bearing all these responsibilities is not alone caused by the fact that eldest siblings are expected to do good but because they are conditioned to become one from the very beginning. In Burrhus Frederic Skinner's Radical Behaviorism Theory, also known as operant conditioning theory, environmental factors influence an individual state of mind and behavior. A person's reaction to their circumstances is a product of what the people in their immediate environment, primarily their family, mentors, and peers, have instructed and practiced until it particularly becomes a part of who they are. This theory is based on the premise that all behavior is shaped and controlled by its consequences. Skinner believed that behavior is not simply a result of inherited traits or internal motivations but is shaped by external factors such as rewards and punishments. According to Skinner, when a behavior is followed by a positive consequence, such as a reward, it is more likely to be repeated in the future.

Additionally, according to Skinner's theory, behavior is modified by reinforcement. He put much effort into examining the differences between negative and positive reinforcement and how they affected behavior. Reinforcements and rewards, being the eldest child in the family, are essential in performing their role effectively. Conversely, when a behavior is followed by a negative consequence, such as punishment, it is less likely to be repeated. This idea is often summarized by Skinner's famous statement, "The behavior of organisms is a function of the contingencies of reinforcement."

Skinner's Radical Behaviorism Theory has influenced many areas, including education, psychology, and business. One area where Skinner's theory has been beneficial is in the field of animal training. For example, trainers often use positive reinforcement, such as food rewards, to encourage animals to perform desired behaviors. This approach has been used successfully with various animals, including dogs, dolphins, and even pigeons.

Critics of Skinner's theory argue that it places too much emphasis on external factors and ignores the role of internal motivation and cognition. However, Skinner acknowledged that internal factors could influence behavior, and he developed a related concept called "verbal behavior" to describe the role of language and cognition in shaping behavior. Skinner's Radical Behaviorism Theory provides a robust framework for understanding how behavior is shaped and controlled by its consequences. By understanding the principles of operant conditioning, individuals can design practical strategies for shaping their behavior or the behavior of others.

Furthermore, according to Wallace (2019), parents sincerely wish their firstborn child will succeed. Upon raising and giving them full attention while growing up, parents start to feel that it is necessary to envision them managing and succeeding in everything. As a result, it implies that what these people aspire to is linked to their duty as the family's eldest child.

In addition, the eldest child is sometimes referred to as The Achiever. They have developed attributes like being well-behaved, being a leader, and always being appropriate and correct (Shine, 2019). As the eldest child, they must be responsible and obedient to become their sibling's role models. Thus, they must take the initiative and compete on their terms. These particular features were not born with them but instead acquired via experience.

Equally, according to Lockwood (2022), it is natural for parents to ask the oldest child to assist the younger children because they can accomplish things the younger siblings cannot do. It can have both positive and negative long-term impacts on the eldest sibling. The negative implications may include pressure on the eldest child to ensure that younger siblings are cared for and safe. As stated above, students themselves already have the sense that they are the ones that their younger siblings look up to. They know their responsibility that whatever actions they imply, their younger siblings have a high chance to follow them. External pressures are the driving force that motivates these people to excel. The pressure that they feel is the factor that helps them get through the challenges encountered. There are times when students experience difficulties because they prioritize the needs of their family and siblings over themselves. It indicates that family and siblings significantly impact why the student continues working and studying.

Moreover, when it comes to fulfilling functions and following the rules, Tsukada (2010) believed that it still has become a fact for a firstborn child to directly become the bearer of most of the workloads to help the family sustain and survive. Knowing about them and accepting responsibility could help families establish harmony and encourage other family members to adhere to rules and carry out their duties.

Traditionally, according to Alexander (2013), the eldest kid is tasked with assisting the parents in providing for the family's younger siblings. Most often, cultures have much impact on their tasks and obligations as the family's eldest kids. Due to the patriarchal nature of Muslim countries, the eldest son is typically held accountable. Sibling care can take several forms, including providing a younger sibling with physical care and protection while acting as a mentor and guide. When there are female siblings, typically, the eldest son is given charge of keeping everything in order and wanting to ensure she is safe, especially in societies where women experience more difficulties in the public sphere. Although all children are responsible for supporting their parents' well-being in old age, the eldest son bears the most burdens.

In the same way, some Filipino eldest siblings have usually foreseen putting family responsibilities ahead of their interests. If the child fails to fulfill his or her responsibilities to the family, he or she will be treated as a child with little respect or gratitude (Medina, 2001). This implies that as the eldest sibling in the family, one is responsible for seeing the family's financial situation. Realizing the family's financial needs has pushed these people to become employed despite the struggle of the existing demands at home and school. Financial issues can arise for students from time to time since they cannot pay for basic expenses, which causes them anxiety. Wynes (2014) asserts that a student's financial situation will impact their commitment to study, which will impact their academic achievement.

With this, the family establishes high parental expectations, which makes firstborns more susceptible to anxiety or depression. These dreams cause parents to establish taxing rules and expectations, and pressure on their firstborn leads the eldest child to act and become perfect according to expectations (Voo, 2020). Throughout the years, the additional strain and importance placed on the firstborn have traditionally been a trait shared by all. A firstborn child can mentally collapse under such duties if the correct psychological conditions exist, with consequences ranging from developing an anxiety disorder to severe performance anxiety. In some lower-income families, the expectation includes bringing in more funds to help the family survive daily. The eldest son or daughter is too anticipated to assist with household expenditures and ensure the younger siblings attend school.

Furthermore, since they are the oldest, their parents and relatives place unreasonable expectations on them about their maturity and responsibility in making decisions, living life, and doing things correctly so that their younger siblings might learn from them. They plan to guide their younger siblings in the proper direction and may copy what they see in them, leading to parents blaming the firstborn child if younger siblings suffer harm (Lamorous, 2016).

De la Cerna (2017), a former working student from St. Theresa's College from the '67 class, disclosed how her elder siblings fend for themselves in college. Being one of the siblings working for their studies and the family, she stated they needed to provide for themselves and their needs, sometimes, without asking for others' help. De la Cerna herself experienced these things as she, at an early age, needed to be a working student to support herself and her studies. De la Cerna's dispositions in life significantly affected

one's attitude toward her situations and circumstances. According to Cheung and Yue (2021), the majority of dispositions had a significant impact on man's well-being.

Moreover, demands in academics alone are already taxing. According to Lourdes (2019), the syllabus requires several hours of reading assignments and projects completed outside the class. Remember the quantity of class time one has to devote. If one attends college part-time, one must enroll in at least two courses per semester, but a full-time student can enroll in anywhere from three to six classes per week. Balancing work and studies leads to delayed graduation dates and doubles debt from additional years of schooling. Due to the increased time-to-degree ratio, students are supposed to use their income to pay off their loans. As stated in a study entitled *Factors that Affect the Grade 12 General Academic Strand Student's Concentration in Class*, lack of focus has an impact on how well the students in the class perform academically, with effects ranging from mild ones like staring blankly to worse ones like failing to turn in a requirement on time (Cayas et al., 2019).

Similarly, according to Watts and Pickering (2000), students may feel pressure from academic responsibilities like meeting deadlines and conflicts with their job schedules. These students might have sleep problems that cause insomnia and harm their brains' ability to function. Workload exposure will have poor effects on a person's well-being. As stated above, the student finds it challenging to do work and school simultaneously. These imply how the following experiences have affected the student's performance in school. The body wants to rest but cannot because of pending activities and responsibilities that need to be done. Even if it affects their well-being, they cannot quit easily because of their responsibilities.

Consequently, the most common problem for firstborn children in the upper class of society is a combination of status anxiety and performance anxiety. Indicatively, working students experience critical effects primarily related to anxiety, stress, and poor academic performance (Mounsey et al., 2013). Moreover, school fees have been reported to be a significant barrier to enrollment in education, keeping poorer parents from enrolling their children. However, the effectiveness of user fees in raising school completion or attendance rates has been questioned (Bhalotra et al., 2009).

The issue here is not a desire to improve one's situation but the need to maintain one's current status and the family as a collective social reputation. As a result, firstborn children are groomed to be either mirror images of their parents or reflections of their parents' ambitions and dreams at birth. In some situations, the child may be compared to his parents, although parents are more likely to link the child to his peers, making them lash out in various ways. Some people actively work to be the complete opposite of what is expected of them to avoid fulfilling their commitments. Others develop an anxiety disorder that effectively cripples their ability to carry out their responsibilities, despite their willingness to do so. The firstborn typically displays what can only be defined as a dread of achievement and the consequence of his inability to handle the high expectations he was raised with and has exaggerated.

In a phenomenological study conducted by Accion (2019), results show that one of the challenges for a Filipino student is balancing the demands of employment and school while attempting to maintain all of those things. They are equally dividing their time in meeting the necessary standards. However, more about their struggles remain entirely hidden from the people—today, working students employed in food services, as BPO employees, or as ESL teachers.

According to Chung (2014), with everyone away for work or doing social activities, families communicate with one another much less frequently. This lack of family time has brought numerous unfavorable effects that can adversely affect people's mental health. Studies have also shown that lack of socializing has been linked to behavioral abnormalities such as the inability to make good decisions and cognitive deficiencies such as attention disruption, decreased memory recognition, and learning (Blakemore et al., 2020).

Moreover, as stated by Seiffge-Krenke (2011), results have shown that pressure from school and family can negatively affect one's romantic relationships, which can raise distracting emotions. One study showed that students were asked to enumerate activities they are fond of when stressed. Many students indicated they prefer to spend time with family and friends (85% of working students and 87.5% of non-working students). Others prefer to stay home and relax (77 percent of working students and 70 percent of non-working students). Sports and open-air activities were chosen by a lesser but still considerable percentage of students: 35 percent and 40 percent of working students and 45 percent and 22.5 percent of non-working students, respectively (Săvescu et al., 2017). Thus, as working college students, stress levels are much under control through keeping in touch and accepting guidance from one's family and friends. Thus, gaining support in learning interests and goals is also highly suggested.

However, regardless of the eldest sibling being the most exposed to pressure, they are still thought to be more competent at using strategies to handle the situations they are in charge. The study by Kelley and Liles (2013) indicated that those who were firstborn,

despite their adversities, developed the capacity to remain mature, with their duties becoming the family caregiver. Learning the fundamentals of caring for others gives them a sense of self-control, security, and grounding, which reduces their anxiety.

Results from a study showed that a firstborn child developed higher IQs than the rest, not because they get full emotional support but because parents focus on developing their child's thinking skills while growing up (Atif et al., 2022). Scientifically proven, they undergo more mental stimulations that enrich their minds and are actively engaged in any situation. Furthermore, Brennan (2021) noted that firstborns are more likely among siblings whose parents dedicate their whole attention, time, and resources. However, these people are under strict monitoring at all times. In particular, Alampay and Jocson (2011) stated in their study that mothers and fathers share the same expectation that children must obey adult authority and follow parental commands, consistent with the dominant, well-entrenched sociocultural ideals of respect and obedience toward elders. In return, children must obey and be polite to their parents and grandparents or bear the brunt of the curse for life. Traditionally, the eldest sibling bears the task of helping the family. They get educated first to help their parents provide support for their siblings.

However, some discussions suggested that there was no particular evidence that birth order and the act of coping are connected. It stated that no consistent data proves a potential connection between personalities and coping strategies among children in the family (Vavricek, 2020). Nevertheless, there might not be a connection because of the study's number of participants. This study studied more firstborns than other birth order categories, which may have influenced the results. Hence, further clarifying and analyzing the relationship between birth order and coping mechanisms is much needed.

3. Objective of the Study

This research delved into the real-life encounters of elder siblings working and attending college during the 2022-2023 academic year. It focused on understanding the reasons motivating these elder siblings to balance work and study, the difficulties they face in this dual role, and the strategies they employ to manage these challenges.

4. Research Methodology

This section explains the research process by comprehensively presenting the research design, environment, participants, instruments, and data interpretation procedure.

4.1. Research Design

The researchers used phenomenological design to identify an event or experience based on how the actors in a situation perceived them. When researching what an experience means to certain people, phenomenology may be the best method of choice (Grossoehme, 2014). This qualitative study focused on providing sufficient information about the lived experiences of the eldest siblings in the family who are college-working students. It investigated how these individuals manage pressure, being the firstborn child while juggling studies and work.

4.2. Research Environment

The study was conducted at the University of Cebu – Main Campus. The school is located at Sanciango St, Cebu City. It is one of the esteemed institutions here in Cebu City, together with other UC Campuses, namely: University of Cebu – Banilad, University of Cebu – Maritime Education Training Center (UC-METC), University of Cebu – Lapu-Lapu Mandaue (UCLM), and University of Cebu – Pardo-Talisay (UCPT). The University of Cebu is one of Cebu's private universities, serving nearly 44,000 students over four campuses, ranging from pre-schoolers to postgraduate students. Over the years, top notchers and high achievers are frequently produced by UC in the disciplines of engineering, maritime studies, marine engineering, naval architecture, nursing, accounting, criminology, and customs administration.

4.3. Research Participants

This study's research participants were the family's eldest siblings studying at the University of Cebu-Main Campus in their tertiary education and managing work at the same. Participants must be employees who work outside the school premises. The researchers used snowball sampling and the non-probability sample technique of purposive sampling to select the participants. Moreover, existing participants can refer and suggest someone qualified for the study. This study is participated by the College of Arts and Sciences, College of Teacher Education, College of Computer Studies, and the College of Criminal Justice students.

4.4. Research Instruments

The researchers utilized a semi-structured interview questionnaire consisting of open-ended questions. The specific experiences came with the pressure of being the family's oldest child while juggling obligations to school and employment was the subject of the questions. Also, together with professionals in the field, the research adviser checked the interview questionnaire thoroughly, which must need approval before using it. It was to ensure that the questions were ethically appropriate and suitable for the participants and the purpose of the study.

4.5. Research Procedures

The following research procedures were followed for proper implementation. This section includes data collection and data analysis.

4.6. Data Collection

To gather data, the researcher first determined its participants. They were selected from the chosen colleges inside the University of Cebu-Main Campus in Cebu City. Researchers then coordinated with the College of Arts and Sciences Faculty Office and sent a letter of request to conduct the study. It was noted by the Dean of the Department, Dr. Gloria C. Cuevas, and approved by Dr. Yolanda S. Sayson. The researchers then contacted the participants through their social media accounts, Facebook and Messenger, to ensure they were safe. Qualified participants were given a letter of consent detailing a brief study background and their rights to participate. Before the actual data gathering, the researchers put proper ethical research conduct into action to protect the confidentiality and privacy of the participants. It also includes their consent regarding video and audio recording and note-taking.

Once the participants gave their consent and approval, the interview commenced. The questionnaire was semi-structured and was left open-ended to devise questions that reflected the different positions held by the participants. The researchers reassured the participants that the data gathered would be used for this study alone. Also, the participants were encouraged to answer the questions truthfully and give additional information when necessary. Data collection happened when the interviewee was ready to answer the first question. The researchers informed the participants of the study's purpose and, in the end, expressed their gratitude to the participants for their participation, ending the interview.

4.7. Data Analysis

A Thematic Analysis was used to analyze the data gathered for the study. Due to its iterative process, it best helps transform disorganized data into meaningful themes. This data analysis method was a bridge for analyzing data by categorizing it according to themes, concepts, or similar features.

The primary step was to become familiar with the data. The researchers reviewed their transcripts for accuracy and provided additional information, addressing any discrepancies or new information. The researchers had to transcribe the words in verbatim. The research team developed a list of significant statements from the participant's responses. Each statement was weighed equally in terms of importance. Researchers created a list of non-repetitive, non-overlapping accounts or through close and multiple readings of these transcriptions.

Moreover, researchers familiarized themselves with the data and performed data reduction and elimination by checking each significant statement for its relevance to understanding the phenomenon. It led to the next step, manual coding, where researchers organized the assertions into more meaningful information known as themes. After this manual coding approach, the researchers looked for patterns in the coded statements to ascertain which experiences occurred the most frequently. Finally, researchers agreed on significant themes to include in the study findings.

5. Results and Discussions

This chapter summarizes the data and findings that were gathered during the interview as well as the analysis of their responses to achieve the aim of the study, which is to explore the lives of Eldest Siblings as Employed College Students.

The transcribed responses were interpreted for this qualitative study. All significant statements were made from the interview transcripts, documented, and encoded using Microsoft Word. The significant statements were properly encoded with their response number and participant code to trace their responses efficiently. A total of 208 significant statements were gathered from the lived experiences of Eldest Siblings, Who Are Employed College Students.

The gathered 208 significant statements were developed by making 208 formulated meanings. This is to grasp the meaning behind the participants' responses fully. The formulated meaning was formed into 30 clustered themes by categorizing them based on the similarity of the meaning and context. These 30 clustered themes were transformed into 28 sub-themes, and from these sub-themes, nine emergent themes were developed, directly answering the study's sub-problems. Below is the study's overarching theme, its emergent themes, and sub-themes.

1. Factors that Influenced Employed College Students to Juggle Both Work and Studies

I. Insufficient Financial Resources

- A. School Fees
- B. Daily Expenses

II. Personal Goals

- A. Finish One's Degree
 - B. Sense of Independence
 - C. Personal Savings
 - D. Fulfilling a Promise
- III. Eldest Siblings and the Filipino Culture**
- A. External Pressure
 - B. Role Models
- 2. The Challenges Met by the Participants**
- I. Challenge on Self-Management**
 - A. Compromised Well-Being
 - B. Lack of Focus
 - C. Struggles with Time Management
 - II. Weakened Bond and Relationship**
 - A. No Time for Family
 - B. Less Time for Friends and Family
 - C. Issues within Romantic Relationships
- 3. Dealing with the Challenges**
- I. Personal Disposition**
 - A. The Power of Faith
 - B. Commitment to One's Responsibility
 - II. Organization of Tasks and Activities**
 - A. The Art of Time Management
 - III. Self-Maintenance**
 - A. Spend Time for Old Hobbies
 - B. Right People and Strong Support System

1. Factors that Influenced Employed College Students to Juggle Both Work and Studies

I. Insufficient Financial Resources

Financial difficulties occur when financial concerns cause stress. College students are now significantly affected by recent financial problems that have afflicted them. Financial issues can arise for students from time to time since they cannot pay for basic expenses, which causes them anxiety. Wynes (2014) asserts that a student's financial situation will impact their commitment to study, which will impact their academic achievement. Furthermore, the country had entered a recession because of inflation and the trade war, which increased the number of students with financial difficulties.

This major theme is supported by the theory of B.F Skinner's Radical Behaviorism, also known as operant conditioning theory, which is based on the premise that all behavior is shaped and controlled by its consequences. In Skinner's theory, behavior is modified by reinforcement. He put much effort into examining the differences between negative and positive reinforcement and how they affected behavior. As a result, it implies that what these people aspire to is linked to their duty as the family's eldest child when it comes to fulfilling functions and following the rules.

Moreover, Tsukada (2010) believed that it still has become a fact for a firstborn child to directly become the bearer of most of the workloads to help the family sustain and survive. Knowing about them and accepting responsibility could help families establish harmony and encourage other family members to adhere to rules and carry out their duties. These particular features were not born with them but instead acquired via experience.

A. School Fees

School fees are the amounts of money that the parents must pay the school for a student's education. School fees have been reported to be a significant barrier to enrollment in education, keeping poorer parents from enrolling their children. However, the effectiveness of user fees in raising school completion or attendance rates has been questioned (Bhalotra et al., 2009). As stated by Participant No. 1

Uhhh, first things first, it will be poverty...like for example paying for the tuition fees I cannot afford...uhmm for the daily baon and uhmm for the daily necessities and at the same time I have uhmm siblings who are also college students and I don't want them to experience uhmm somehow the hellish part of my life as a working student and that's why I am the one who's paying for the tuition fees also.
(Poverty is the reason why I do so. It is very wide, yet all factors are met, starting from paying the tuition

in full even if I am part of the Sugbo Scholar, but it is still not enough to suffice my other school needs and fees. Other than that, I am thinking of my family's daily necessities and sibling's education because I do not want them to experience the same hardship, that is why I shoulder their tuition too.)

Participant No. 10 also mentioned that:

Ahhh para maka sustain sa akong academic expenses...school expenses. To support myself. Ahhh sometimes, if ever walang wala jud is naa sad koy part nga muhatag nila and most of the time akong kuan kita is for, kuan ra jud siya school expenses. *(To be able to sustain my academic expenses. To support myself. Sometimes, I cannot give something to them, and most of the time, I spend my pay on my school expenses.)*

Participant no. 2 added that:

Kuan, so far, kanang kuan sa skuylahan mga bills ra man like tuition pero kaya ra man. Sige lang tag promi. Promi. Para makakuan sa mga bayranan sa school. So okay ra man goods ra man so far. *(It's just the bills at school, like the tuition, but so far, I can still manage it. I'll just make a promissory note to settle payments at school.)*

The statements mentioned above mean that the participants were eager to fulfill the duty as the eldest child by paying the school fees and other expenses. This concludes that as the eldest child in the family, they wanted to be of help not to burden their parents and not let their loved ones experience the same situation they are in.

B. Daily Expenses

Day-to-day expenses are the amount of money you must pay for things like food, housing, clothing, and transportation. As stated by Participant No. 15:

Financial. Financial gyud. Kanang kuan kanang gasto sa tuition in ana, allowances, kaon nimo sa taga adlaw, allowance sa skwela, allowance sad nimo sa imong trabaho...mag byahe... expenses, kuan half sa tuition... allowances, foods, kanang kuan kining sa akong manghud maghatagan sad ko sa akong manghud usa nga ga eskwela, usa ra akong manghud nga nageskwela nga maghatagan sad ko. *(It's the financial factors such as tuition fees, allowances, daily necessities, and daily expenses.)*

Participant No. 11 added that:

Kanang kuan financial...sa kanang uhmm transportation nalang gani kay layo ra ba amoa, diba layo amoa...sa Bacayan and then back and forth pa mao na siya...during nga katong nagduty na gyud ko murag nakahunahuna ko nga ahh bitaw padayonon nalang gyud ni nako ug duty kay para makatabang sad ko financially sa akong parents...Mao na siya...then mao to as a kuan sad ako ra sad isa ka laki sa amoa, laki ko noh, noh? Pero hehe mao na ma pressure sad ta ba nga kanang hala ako ra kuan na ako edad twenty kapin nako nya uhh...supposedly humana ta ko'g skwela karun so kinahanglan naa sad gud guro ko'y matabang bisag ginagmay lang gyud noh...bisan dili lang dili lang gyud whole ala whole sweldo nako ihatag sa akong Papa bisag dili mga kuan lang guro 500 lang guro akong ihatag basta kanang murag ma grocery lang, makatabang ko'g grocery ...mao na siya ang nakapush nako to work. *(I want to help my family upon seeing the situation of my father, realizing that I am at the right age and old enough to still depend on my parents. With that, I had enough reasons to look for a living to somehow help them with their finances.)*

Participant No. 16 also mentioned that:

Challenging. Uhmmm as an eldest while working noh? Kanang murag mo reach out., oo financially kay kahibaw sila nga nag work ko. Mo ana sila, "Ate I want this, I want that." Ana, if...if naay sahod, ingon ana ba...and then while sa work ko kay ana ko nga, "Dili nalang ko mo absent uy kay sayang ang kwarta (laughs)." Kana gani, kana ganing ganahan naka mopahuway pero kana ganing, kana ganing mag overtime nalang ka kay basin puno-puno. Ingon ana ba... Oo, ako na. Apartment and then the foods. Oo, kana lang. Daily expenses. *(Challenging. As an eldest, my siblings reach out for me whenever there's*

something they need knowing that I have a job. The feeling that you want to rest but you have to do overtime to give something for my siblings.)

This implies that as the eldest sibling in the family, one is responsible for seeing the family's financial situation. Realizing the family's financial needs has pushed these people to become employed despite the demands at home and school.

II. Personal Goals

Personal goals are those you have for your career, relationships, finances, and other areas of your life. With this, the researcher defines a personal goal as a motivation that people seek to obtain in their journey. A goal is a behavior or result that someone intentionally tries to carry out or obtain.

This theme supports Adler's birth order theory that one of the essential traits of firstborn children is a strong drive for success and achievement. This is because they were raised with high standards and a sense of duty toward their younger siblings. Goal-oriented, self-reliant, responsible, and perfectionist traits can be present in firstborn children, and when you consider how they are raised, it begins to make sense why. As a result, many eldest children strive for success, especially in their intentions, in order for them to show that they are worthy of their family.

A. Finish One's Degree

This refers to finishing your studies at university and becoming a graduate with a professional career. Today's high school graduates understand that enrolling in college is an excellent choice because it boosts their chances of success. Their goal to finish their studies pushes them to work harder. According to participant number. 1:

Uhhh the base influence why I want to work simply because I want to graduate, I want to pay uhm the tuition fees sa school and also to uhm help my parents na mapaskwela akong brothers and sisters. (What mainly influences me to work and study at the same time is because I want to graduate, pay for my tuition and my siblings' school fees, and also help my parents.)

Participant no. 3 also stated that:

To graduate, for now that's my very main focus gyud, ay murag ay mustop man ko ug work kay right now man gud diba wala koy kuan, wala koy obligasyon sa balay so kanang kabaw sila Lola na most of my kanang salary kay into savings ra gyud or like the upcoming school year kay para makastop ko sa work and makafocus ko sa school so I don't really see myself working until I graduate siguro for the meantime uhhh right now pero siguro third year fourth year if busy na akong schedule or if mag OJT na, in ana then I'll stop working. (To graduate is what I mainly focus right now and to save for the upcoming school year so that if things get hectic, I could stop working because I have save enough funds already.)

Participant No. 14 also mentioned that:

... Also at the same time I want to...to kanang achieve my goal which is to graduate college. Yes, and also to help sad along Auntie, yes but most of the time ako... (For financial reasons and at the same time, I want to achieve my goal of graduating college. My Aunt also helps me. We ask for help if we're struggling so much, she's one call away. My Mom and Dad are working. My salary is mostly focused on school payments, and I give some portion of it to my parents.)

The statements above indicate that the participants were eager to finish college and do everything to land a proper job in the future. Having a child with a degree is an honor to the family. Finishing one's degree means securing one's financial aspect of life in the future and acquiring something to be proud of, both by the self and the whole family.

B. Sense of Independence

Independence refers to confidence and the ability to do things by themselves in their way. It allows people to care for their emotional, physical, or financial needs. As stated by Participant No. 3:

...I've been working since last year man so siguro ako lang siya gipadayun kay it gives me a sense of independence then makatabang sad ko sa balay kay kabaw ko na its not easy to raise a college na full na wala siya kay akong manghud man gud wala siyay scholarship so heavy sad gyud iyang tuition tapos

ang expenses pa sa balay... *(I could have stopped working since I am part of the Sugbo Scholar but then I decided to continue because it gives me the sense of independence and also I like the feeling that I can help my family with the finances because I know how hard it is to support all of our educational needs plus the house expenses, but I help them voluntarily I am not forced to contribute or so.)*

Participant No. 10 also stated:

Uhmhm ganahan ko mahuman og skuyla nga independent and at the same dili ko magsalig ano, dili ko magsalig sa akong parents and kuan, naa koy gipangandoy para makab-ot to siya. After og skuyla gani. Uhmhm as of now, akong pangandoy ron is ang diploma, nga mo graduate jud. *(I want to finish my studies without depending on my parents. I have a goal to reach. My main dream is to have that diploma. To graduate.)*

Participant No. 4 also mentioned that:

The experience of the others because I also kanang like makita sad ko sa lain bitaw na they...kanang makaya rasad nila na mo trabaho while working ay like I'm sorry like mo trabaho while studying like na kaya man gani sa uban na ako pa na kinahanglanon jud namo nga mo kanang kinahanglanon sad jud namo financially ang kwarta... Pero ganahan sad ko at the same time ganahan sad ko mo work independently like financially ganahan ko ako lang mo gasto sa akong kaugalingon sa like sa mga gasto sa school ganahan sad ko na ako lang sa. Di nako ganahan mangayo like part sa ako family nga karon na naglisod pa sila like di nako ganahan na utro ko mo kuan pa nila ba like mudagdag pakos gastason nila so like ako lang sa. *(The experiences of others motivated me that if they can, then I can too. At the same time, I'd like to be financially independent. I don't want to depend on my family anymore since they're also struggling with our finances.)*

This indicates that being independent allows the eldest siblings to have the opportunity to feel that they can stand alone without the help of others. This sense of independence gives them confidence in finishing their tasks and responsibilities.

C. Personal Savings

Personal savings is a way of securing one's future regarding expenses. The privilege of having personal savings means the capability to pay your bills, everyday costs, and even hobbies. When one has established financial security, all of these things are feasible. One of the reasons why they are juggling both work and studies is because they want to save. These savings are meant to help them with their goal of achieving financial stability in the future. As participant no. 6 said:

Kuan mainly kato ra sa ang study load and then ganahan ko naay extra money nya ganahan ko nga before ko mo graduate kay naa nakoy tigom para ig graduate nako for the go nako. *(The main reason is because of the small number of loads and I also want to have extra money before I graduate college.)*

Participant No. 12 also stated that:

Ganahan rako nga ma secure akong college kay if ako e salig sa akong parents basin dili ko ka graduate. Ganahan ra ko ma secure akong college mao ng nanarbaho ko....Naa pud koy gina bayran actually akong whole salary kay ihatag nako sa balay kay at the same time pag work nako ge himo man ko nilang scholar so that means wala ra koy nabayaran sa school..I have also savings na gibutang nako sa bank account. *(I just want to secure my college because if I depend on my parents there are chances that I will no longer continue my degree. That's why I am a working student. I will give my salary to my parents since I am a working scholar, and I also have savings in the bank.)*

Participant No. 5 also mentioned that:

Uhmhm... first is ahh of course for my future I have to save and gusto sad ko makahuman ug college. To my future stability of course kanang ganahan jud ko maka graduate nya makahoman nya maka trabaho para maka palit sad ko sa akong gusto nya dili ra mag depend sa akong parents. *(Of course, for my future. I have to save and also I want to finish college for my future stability. I really want to graduate and finish college, then apply for a job so that I can buy the things that I want and become independent from my parents.)*

One of the factors that influenced these individuals is the need to be financially stable in terms of providing their future plans and even their materialistic desires. Thus, they work twice to be able to sustain their cravings and wants as humans. Personal savings were to address their future aspirations and plans.

D. Fulfilling a Promise

Humans greatly value making and fulfilling promises. Promises are sometimes seen sacred, especially when people speak of it if a loved one is about to leave or die. These promises become the attached strings that cannot be easily cut or forgotten. Moreover, promises can express gratitude to your parents, those who raised and loved you, your teachers, and your spouse. As stated by Participant No. 15:

Kuan ra gyud usa ra gyud akong makamotivate nako...promises na akong gisaad sa akong Mama ug Papa. kana ragyud siya. Nisaad ko nila nga muhuman gyud ko sa akong kurso nga gikuha...bisan unsa nga kurso gyud humanon gyud nako...akong gusto mahuman ko kay akong ipakita inig adto nako sa ilaha, mo atubang nila nga nakahuman ko kay mao man gyud ilang gusto. Naa gyuy panahon nga kanang kuan wa na gyud ko kasabot kana kanang mo surrender na gyud ka wa na gyud ba kanang magkasinabot imong utok ug imong kasingkasing... Oo give up nalang ka nya need na gyud nimo e give up ang usa...trabaho ba or ang pagskwela so mao to kanang... sa sige kag hunahuna kanang wala na gyud kanang kuan ahhh kaya ra lage ko ni diay...Mas bug-at gyud ning naa kay gisaad ba...kanang mao gyud imong murag priority sa una ba. *(I only have one main motivation and that is my promise to my dearly departed parents. I promised them that I will finish my studies no matter what, but upon their passing situation became difficult to bear and there's a need for me to find a job so even with all the things handed on my plate, I have to juggle and balance it to be able to attain what I've promised them.)*

Participant No. 2 added that:

So ang motivation gyud nako nganong kanang nag work hard ug study hard jud ko kay it's because sa akong family pud and sa akong Daddy nga nawala na ba. Like before siya nawa ni promise ko nga kanang maka graduate ko then ako silang alsahon sa kalisod, ingon ana. So mao na, wala juy wala juy rason nganong mo give up ko ba kay mismo sila gani mo give up, gikuha lang jud sila... *(My main motivation on why I am working hard and studying hard is because of my family and my Dad who already passed away. Before he left, I promised that I would graduate and lift them from poverty. There's no reason for me to give up because even my parents didn't give up. It's just, they were taken first. But if they were here, they'd fight for us. That's why I want to give back. Then along with it is prayer. With strong prayers, everything will be solved.)*

The above statements signify that despite every opportunity given to them, their promises to their loved ones have deeply influenced them in pursuing their studies. Despite the struggle in doing work while studying at the same time, they would do whatever it takes to fulfill the vow they made.

III. Eldest Siblings and the Filipino Culture

Filipino Culture is the tradition that Filipinos practiced until today. In Filipino culture, the eldest sibling takes up the role of the family's primary provider. They ought to support and watch out for their younger siblings. Since there are better chances after graduation, it is viewed as fortunate.

This theme is supported by Murray Bowen's Family Systems Theory, wherein firstborns are not given certain qualities when they enter this world. Everyone in the family must respond to each other according to their role specified by the relationship. Family Systems Theory can be used to understand how the eldest sibling in Filipino culture plays a significant role in shaping the family's dynamics and influencing the behavior of younger siblings. Traditionally, according to Alexander (2013), the eldest kid is tasked with assisting the parents in providing for the family's younger siblings. Most often, cultures have much impact on their tasks and obligations as the family's eldest kids.

A. External Pressure

External Pressure refers to the stressors we know about in our environment, including daily problems, life experiences, and tragedies. This weakens the student's functionality and decreases their performance at work and school. However, high amounts of pressure can also motivate students to reach their goals so they do not want to disappoint their parents' expectations.

Wallace (2019) asserts that parents strongly desire their firstborn child to succeed. Parents begin to believe that it is essential to imagine their children managing and succeeding in everything after raising them and giving them their undivided attention as they grow up. These aspirations encourage parents to set up burdensome norms and expectations for their firstborn, which pressures them to perform and develop as ideally as expected (Voo, 2020). As stated by Participant No. 14:

Uhh again it's to uhhm I, I, my goal again is to finish school and kanang and also to see us be in a better economic situation ba knowing na we struggle a lot we've judged sa mga family, relatives namo sa mga kanang dako na kayg na abtan ba nya then murag gamay ilang pag tan-aw sa among family so that is one of my drive why I want to finish school. Yes, in a way I feel kuna man pressured kay kanang ako kay ever since elementary I always kuan kanang do...do well in academic so through that way mag tan-aw sa akong mga relatives nako sa akong family, friends murag kanang makaya na nako nya in a way it has drive me to where I am today though naay struggles but that is also one of the reasons why kanang kuan nga na abot ko diri. *(One of my driving forces is to graduate college because most of our relatives look down on our family since my father and mother did not finish their studies, and sometimes I feel pressured because since I was in elementary I have always excelled in academics, which is why they count on me. Although there are struggles that I have encountered, they have helped me get to where I am today.)*

Participant No. 5 also stated:

Usahay kay lisod kay mas unahon nako ang kuan parents ug akoang sibling kay syempre ganahan ka mo kuan makahatag sad sa ilaha maka provide sa ilaha ba kaysa sa imo self. Naa mi yuta na gi bayran like naa mi. Oo, nya electricity. *(Sometimes it's very hard because I have to prioritize the needs of my parents and siblings. Of course, I want to provide for them more than myself. We have a debt that needs to be paid and also electricity bills.)*

Participant No. 12 also mentioned that:

...Because I am the eldest so kanang I have the murag bisag wala pa ko ni graduate naa nakoy responsibility akoy mo pa skwela sa akong mga manghud ba, so mapa skwela nako sila ako sa humanon pa skwelahan akong kaugalingon ana siguro. I feel as a duty, wala man ko nila gi obligo na dapat ikaw magpa skwela pero para nako dapat ako...uhhh thinking nga ing-ana na responsibility murag ma pressure pud ko usahay pero thinking nga ako ra silang manghud malipay ra pud ko...Pressure to myself...yes... they don't pressure me naman wala ra silay gisulti. Like hunahuna ra jud nako mapahaman nakog skwela, ako ang responsibility mo pa skwela sa ilaha.....Kuan siguro sa among unsay tawag ana sa line gay sa both parents namo, both parents man namo kay wala ka graduate so murag siya gipang something underestimate sa iyang mga igsoon na mostly naka graduate so isip eldest na son kay murag nakuha nako ang responsibility na dapat tanan namo igsoon maka graduate para way malahi... *(Since I am the eldest I am responsible in taking care of my siblings and support them to finish their studies even if I am still pursuing my degree. I carry it as a duty although my parents did not force me or obligo me to do this kind of responsibility. I feel pressured sometimes but I only think that I will make them happy through my sacrifice. I pressure myself most by thinking that I need to be successful in the future for me to help my parents because both them did not finish college. This is the reason why I aim to help my siblings in their studies for them to graduate as well.)*

The experience implies that external pressure is the driving force that motivates the participants to excel and feel pressured. The expectations coming from their respective families and relatives, and even the want for self-validation, are the factors that add up to the struggles and difficulties they have been facing. It indicates that family and siblings significantly impact why the student continues working and studying.

B. Role Models

Role Models refer to someone who serves as an individual who motivates others to behave well. Eldest siblings set standards for younger siblings, and they should excel in school. Their manners must be correct and good examples because their siblings depend on their actions. One mistake can ruin their character, which is challenging because they must think, speak, and always do their best.

The term "The Achiever" is sometimes used to describe the oldest child. They have acquired good manners, leadership, and a commitment to accuracy and propriety (Shine, 2019). They demanded to be responsible and submissive as the eldest kid to set an example for their siblings. They must be the ones to make the first move and compete fairly. These specific traits were learned via experience rather than being innate. Participant No. 13 stated that:

Hmmm unsa balika gud ang question....Katong pag ingon nako nga naay unspoken rule kato rang kuan in a sense na kailangan gani independent ang eldest child mao rato siya...Kay kuan we are as an eldest we are role model man gd sa atong mga manghud then kung unsa ilang nakita nato murag maka influence sad guro nila so I think mao na. *(Being the eldest child, there's an unspoken rule that I should be a good role model to my siblings because whatever my action is might also influence them to do the same.)*

Participant No. 7 added that:

Diba kung kinamaguwangan pressure man jud kaayo kay mao lage akong kinamaguwangan pressure kaayo kay kibaw ka Filipino Tradition nga ikaw juy mu kuan sa imong mga igsoon... Ikay kanang mo...ikay kanang mo sunod gani kanang ikay kanang unsa na? Naay responsibility ba nga, oh nga ikay magdala sa responsibilities sa imong mga igsoon kanang kahuman nimo kay ikaw dapat ang mag pa skwela, ikay dapat ang mag kuan so mao na siya ang katong kanang factor. Wala man so far wala raman sad ko nila gi pressure. *(We all know that when it comes to being the eldest there is pressure involved in it. It is practiced in our culture that the eldest must look out for their siblings. As the eldest in the family, after I graduate I have to be the one who will surely take the responsibility to provide for them to also finish college. So far my family hasn't put pressure on me.)*

Also, as stated by Participant No. 14:

Uhhh as a kamagwangan kay ako sad akong manghud naa sad siyay mga kinaganglan sa iyang pag skwela nya usahay akong Mama kay kuan mag utang so in a way ganahan sad ko mo help ba para kanang kung naa man kinahanglan akong manghud maka help rasad ko. I won't say so but ahh...ahhh...kung needed jd kaayo of course yes. *(As the eldest child and having a sibling who has personal needs in her studies, I can see that my mother needs to borrow some money, and I want to help her lessen the expenses that she needs to spend.)*

As stated above, eldest siblings already have the sense that they are the ones their younger siblings look up to. They know their responsibility that whatever actions they imply, their younger siblings have a high chance of following them.

2. The Challenges Met by the Participants

I. Challenges in Self-Management

Challenges on Self – Management refers to the obstacles that affect one's ability to control our actions, thoughts, and emotions consciously and productively. It affects goals, decisions, and comprehension. Self-management is challenging for them since they need to handle the responsibilities properly, which significantly impacts their daily living.

According to B.F. Skinner's Radical Behaviorism Theory, actions are influenced and regulated by the outcomes they produce. Furthermore, it has been demonstrated that self-management abilities affect self-efficacy, which significantly impacts performance.

A. Compromised Well-Being

Compromised well-being implies when an individual cannot function well in the best manner. Physical and Mental Health Problems pertain to the fact that the body and mind are somewhat connected. Lack of sleep, too much pressure, and overthinking are some acts that may compromise one's well-being.

Similarly, according to Watts and Pickering (2000), students may feel pressure from academic responsibilities like meeting deadlines and conflicts with their job schedules. These students might have sleep problems that cause insomnia and harm their brains' ability to function. Workload exposure will have poor effects on a person's well-being. Participant No. 4 stated:

Ahhh, actually kay di jd siya kanang as in light lang kanang kapoy jud siya to be honest kay while kanang ganahan nakay ka matulog wala kay choice kanang after sa draining kaayo na skwela kay kailangan paka mo padayon para mu adto sa work na kuan sad utro pud na pwerte ka draining na

environment like kuan basta kanang like ganahan nakay ka matulog pero wakay choice pero dili sad ka dapat mu undang kay daghan kag responsibilities inana so mao lang ang nag keep me going through the day. *(It is not easy. It is way too tiresome and draining physically and mentally. Despite wanting to take a nap or sleep I got no choice but deal with the things ahead or the responsibilities given to me.)*

Participant No. 1 added that:

Uhhh work productivity, lack of sleep, and then or murag somehow mao raman guro na, there are times sa school somehow naay mga activities like dili kaayo nako siya ma finish kay mukalit nalang ug mimi si oka, tulog nalang ug kalit pero niya pukawon raman sad sa ako kauban pod and sa work sad pud, there are times gani nga dili nimo siya mapugngan nga mupiyong imong mata pero naa ra gihapon libre nga kape so makamata ra gihapon, mao ra gyud na siya. *(Work productivity and lack of sleep; circumstances like being bombarded with school activities right after work and vice versa will cause me to fall asleep a bit and lessen my productivity on both work and my studies because of being so physically drained.)*

Participant No. 4 also stated that:

Kuan when in terms of mental health na kuan jud ko ato na time like for example sa akong first na work like akong mental health kay grabe jud ka destroyed ato na time...as in tungod sa kanang mandatory like 10 hours every day off kay murag namatay jud akong mental health ato na time like drain nakayko sa skwelahan nya drain na pa jud ko sa trabaho. the like akong mga subject kay six...So mura rakog like putol putol akong tulog nya mag ka insomnia pajod ko ato na time so like ato na time kay muhilak nalang gud ko ara makatulog ko inana...Grabe kaayo ako mental health so...Oo tungod sad jud na sa kakapoy ba like kuan raman sad mi ato so like work from home kanang makakita kanila na nangatog na nya ikaw kay nag grind pa ka dae kuan kaayo like grabe kaayo ka stressful ato na time. *(Mental health is being compromised. It was so stressful and I felt very drained because at work we have mandatory overtime and with my studies, it was on full load that even if I was at work from home, I feel bitter seeing them sleeping while I was grinding and hustling during sleeping time.)*

As mentioned by the participants, they find it very draining to do work and school simultaneously. It affects their body and mind. This implies how the lack of sleep and inability to care for one's mental health has affected the student's performance in school. The body wants to rest but cannot because of pending activities and responsibilities that need to be done. Even if it affects their well-being, they cannot quit easily because of their responsibilities.

B. Lack of Focus

Lack of focus is when an individual needs help to think, concentrate on a task, or sustain his attention and fixate properly. It can do worse at work or school and can influence making choices. It is a problem and a challenge, affecting themselves and their tasks.

As stated in a study entitled Factors that Affect the Grade 12 General Academic Strand Student's Concentration in Class, lack of focus has an impact on how well the students in the class perform academically, with effects ranging from mild ones like staring blankly to worse ones like failing to turn in a requirement on time (Cayas et al., 2019). As stated by participant No. 9:

Uhhmm siguro the focus. The challenge is really there. It's so, kanang ano ba, highlighted like you cannot serve two masters at one. Mao jud na ang akong ma kuan like you have to actually choose like there are days nga imohang e compromise imong studies and there are days nga kanang imong e compromise imong work...So ang challenge jud there is asa ka mag focus. Unsay imong priorities. And the result is wala na nuon kay ma focus sa duha. Lahi na, na compromise na ang duha kay bisag imong unahon ang studies nimo, maghunahuna man sad kas imong work unya di naka katarong og perform. *(I think it's the focus. The challenge is really there. It's so highlighted like you cannot serve two masters at one. You really have to actually choose like there are days that you compromise your studies and there are days that you compromise your work. So you really have to think it through. So the challenge there is which activity will you focus on. Know your priorities. But sometimes, both are compromised in juggling both because you'd keep thinking about the other. You cannot, then, perform well.)*

Participant No. 2 added that:

...Nya usa sad, main nga effect nga magtrabaho kag call center kay wala jud kay tug jud. Tarung tug jud. So mao nay main na kuan. Imong kaon, so mao na. If wala ka anang mga butanga mawagtangan man gud kag focus. Then if dili ka kabaw mo manage sa imong buhatonon, wagtangan kag focus nya unsay sunod sa mawagtangag focus. Unsay result sa dili ka katurong og tulog? Dili ka katarung og study so mao na, mao nang naka disadvantages anang e dungan ang work... *(One of the disadvantages if you juggle both is that you would feel a lack of belongingness. You cannot attend when there are family gatherings because you are always busy. You cannot also take care of yourself, you would not care anymore. It is just work then eat. Also, one of the main effects, if you work in a call center, is that you won't have enough sleep. If you do not have those things, you lose focus. If you cannot manage your tasks well, you'd lose your focus. Then what's next? What's the result of not having enough sleep? You cannot study well. So that's the disadvantage if you juggle work with school but in the end, things are still manageable.)*

Participant No. 15 also said that:

Disadvantages? Kuan...pressure...aside sa time...kanang...ma disorganize ra kay tungod kanang malibog na lage ka unsa gani to imong andamon...asa imong priorities...samot na ka sa kuan...naka sa work place. But nay magdali ang meeting sa inyong mga grupo. Naa siyay kinahanglan na ig pa-pass murag makuan ba imbis imong naka organize na nakaset na tanan nimo mga buhaton ma byaan nimo ang usa ari nasad ka sa usa...Mura nag magkatag katag naka ba...Magkatagkatag na imong...kuan, oo. *(It makes everything disorganized because I do not have full control of my schedules and the urgent demands of school like group meetings or activities.)*

From the statements above, the participants revealed that they have trouble focusing on one task because when they think about school, the task in the workplace pops into their heads, and when they are at work, they think about school work. It is a big challenge doing both studies and work and an even more significant challenge to focus on what should be prioritized.

C. Struggles with Time Management

Undeniably, many individuals struggle with managing their time to get things done. Many struggle to accept the fact that time is limited, which is one of the common mistakes in developing techniques that may help an individual to address issues that may deal with time management. When participants were asked about their struggles in juggling everything, participant No. 9 answered that:

Time! Yeah, it's really the time. Like for example, there was this one time (laughs) nga we have to practice for our performance task. But I can't man, dili man nako siya mahatag ang time kay like ang ilang ganahang practice is like 3 naman unya mag start akong ana kay mo uli pa ko. Unya diri sila sa Plaza sila makig practice, nya ako sa Mandaue pa man ko so it would really take a lot of time for me to travel back home nya akong klase mag start 6 pm, ana, 7...Di jud nako siya mahatag and labi na work nga daghan kog ma miss usually nga, "Pwede ni nimo klasehan?" ana. Oo, dili na nako siya. Sayang kaayo, that would like take like add up to my salary but no because school pud like ayaw, para na sa imong skuyla nga time. Sa time. Sa time lang jud. *(Time! Yeah, it's really the time. Like for example, there was this one time when we had to practice for our performance task. But I can't. I cannot give my time because it starts at 3 and I still need to travel. It would really take a lot of time for me to travel back home then my classes start at 6 PM or seven. I usually miss things at work too. It's such a waste because that would add up to my salary but no because I have to spend that time on my studies.)*

As an employed college student and the eldest, completing the tasks has been the greatest challenge. Due to the demands at school and work, they tend to compromise other responsibilities and completely mismanage their time. Factors such as travel time, unplanned activities, and unpredicted work demands may affect accomplishing their daily goals. As stated by participant No. 11:

Kuan, naa times na kuan makalimot kog assignment kay akong out sauna 11 man sa restaurant nya after 11...Mang limpyo pa mo ana. Ig abot nimo sa balay makatug naka and then tomorrow naa pa diay kay klase 7:30 or naa kay klase sa PE. Ma late ka. Mao sad bitaw nay reason maong na drop ko sa last pa gyud siya na PE gyud namo...Mao na siya, wala man koy...wala koy time management. And then, kana mga assignments lage. Kanang makalimot nakag himo sa mga assignments kay maghunahuna pa

ka sa oras nimo, "Hala naa pa koy klase, naa pa diay koy duty uy unya, unyang alas 3." So wala nakay time. *(The struggles that I have encountered are being late in class, late hours of work, failing one of my subjects, and travel time.)*

The discussion above signifies that external factors may hinder them from achieving their aim in a day or two. This includes time, extra workload, and the distance between school and work.

II. Weakened Bond and Relationship

Weakened Bond and Relationships refers to families and friends that do not spend much time together, which loosens the intense communication between each other. It is a challenge for working students because conflicts and disagreements may emerge and affect their relationships. In line with Bowen's Family Systems Theory, patterns occur within the bounds of the systems when one family member's behavior is influenced by and affects the behavior of others in predictable ways. Maintaining the behavioral routine could result in a healthy or dysfunctional family structure. The role change may keep the relationship steady, but it may also force the family into a new equilibrium.

This weakened bond and relationship are alarming regarding having a reliable and robust support system. One study showed that students were asked to enumerate activities they are fond of when stressed, and 85% of working students indicated they prefer to spend time with family and friends (Săvescu et al., 2017).

A. No Time for Family

Students juggle both studies and work to perform their responsibilities that can benefit their families. In this case, no time for family refers to the situation where they do not have much time to spend with their family because of work. It is a massive challenge for them if it cannot be handled well.

According to Chung (2014), with everyone away for work or doing social activities, families communicate with one another much less frequently. This lack of family time has brought numerous unfavorable effects that can adversely affect people's mental health. As stated by participant No. 11:

Wala nakay communication sa imong family. Mag sige namig away sa akong manghud ato kay murag usahay murag kanang... kana lage, kana pung times na magduwa na siya...Miscommunication gani sa family... *(I don't have much communication with my family anymore. We always argue with my siblings because of miscommunication.)*

Participant No. 2 also mentioned that:

So mao na no, ang naka disadvantage anang duha if imo nang idungan kay like, ma lack of belongingness na gani kas imong family kay naay mga gathering wala ka permi kay busy ka. *(One of the disadvantages if you juggle both is that you would feel a lack of belongingness. You cannot attend when there are family gatherings because you are always busy.)*

The experiences mentioned above imply that proper time management for the family is very challenging in working and studying together. It has become a problem because students and workers have different priorities and responsibilities.

B. Less Time for Friends and Socializing

Less time for socializing and friends is not having the time to hang out with their friends no time for relaxing and communicating with others. This is a challenge for employed students because they need to do their priorities first, but at the same time, they feel like they missed out a lot.

Studies have shown that lack of socializing has been linked to behavioral abnormalities such as the inability to make good decisions and cognitive deficiencies such as attention disruption, decreased memory recognition, and learning (Blakemore et al., 2020). As stated by participant No. 3:

Kato wala kay, wala na kaayo kay time to other things kay you have too much on your hands na like preoccupied na kayka anang duha so wala nakay kay time or oo wala nakay kay time para mo entertain ug lain butang like lovelife or social life. *(Well, it seems that we are bound to just stay cornered on these two and has no or little time on other things because I have too much on my plate already making me*

preoccupied at times that I have really no more left energy or time to entertain other stuff like love life and social life.)

Participant No. 13 added that:

Kuan murag in terms og social lang jud miss kay once nag start kog work dayon kanang work and school at the same time murag na biyaan nako sa akong mga friends wala nakoy tagad tagad nila kaayo kay especially busy. work, school nya tog balik nasad work school nya tog murag ana ra...Oo maka sabot raman sad sila usahay if rest day silay mo adjust...silay adjust. *(Since I have work, I only have limited time to spend with my friends due to my busy schedule, but even though I have no time for them, they will find a way to have catch-up sessions.)*

Participant No. 7 also stated that:

Kuan siya, what are kuan kanang aside ana noh kay imoha man gong time kay naa ra sa study naa rasad sa work kanang dili naka makakuan dili naka maka laag laag mao na siya ang mga struggles like, like imong friends, "Adto...adto tag kuan na kay ing-ana, ing-ana", "Ay klase man ko ana", "Ay kana nga time kay duty mn ko ana dili ko ka laag." Mao na siya maka guol sad kay murag mag dili naka maka laag laag ba wala nakay social unsay tawag ana? Kanang dili, oo time kanang wala nakay time ana. Oh oh mo go out gihapon ko syempre pang pa wa sa stress sad diba. Yes. *(My time is spent only both at study and work. I don't have any time to socialize and hang out with my friends. It kind of makes me sad realizing I don't have that much time for them but sometimes I'll go out to avoid stress.)*

As stated above, because of the different responsibilities they needed to juggle, participants' minds were so occupied that they could not socialize and hang out with friends. Being too busy with studies and work can affect decisions and disregard other things.

C. Issues within Romantic Relationships

Issues within romantic relationships refer to the struggles of employed students with their romantic partners. It will be very challenging because doing both studies and work gives them less time to spend with each other, which can sometimes lead to misunderstanding.

As stated by Seiffge-Krenke (2011), results have shown that pressure from school and family can negatively affect one's romantic relationships, which can raise distracting emotions. As stated by participant No. 14:

Kuan wakay kay time sa imong self ug kuan sad dili kaayo ka ka interact kanang naay mga relationships na kanang murag maka ingon ka nga kanang labi na maybe naay mga instances kung ma uyab kanang hala wala nakay time sa ako mga ing-ana pero may gali at the end of the day mo sabot ra, may gani ing- ana ra sad akong friend mo sabot ra sila nya when mag kita man like okay ra ang pag tagad like mura rag way nahitabo pero mao na siya ang disadvantage. So I would say both but most of the time extrovert. *(There is no time for myself, and I cannot longer interact with my friends, but I am glad that they understand my situation, and if I have free time, they will be the ones to adjust and catch up on everything.)*

Participant No. 2 also responded that:

So kana, ah mga challenges nga akong naagian while working and schooling...studying, dili jud na malikayan na kanang misconception sa inyong family nga nganong need jud ka mo work...kanang ingon ana like...kanang..yeah sa akong partner pud, trust issues kanang ingon ana. *(In studying, misconceptions from the family on why you needed to work cannot be prevented. Also, trust issues from your partner.)*

As mentioned above, finding quality time for loved ones is very difficult. There might be situations in which they cannot make time for them, which might affect them in some way due to misconceptions and misunderstandings. It is imperative to have an understanding partner and a partner to whom you can open up and communicate to lessen unwanted arguments. This is very challenging for them because the time for interaction could be much better.

3. Dealing with the Challenges

I. Personal Dispositions

Personal dispositions are a form of beliefs that help people adapt and adjust to situations. These are guiding principles in that humans follow for them to stay grounded at all times. It is how a person views the world around him or her. As stated in B.F. Skinner's Radical Behaviorism Theory, a person's reaction to their circumstances is a product of what the people in their immediate environment, primarily their family, mentors, and peers, have instructed and practiced until it particularly becomes a part of who they are.

Dispositions in life significantly affect one's attitude toward situations and circumstances. According to Cheung and Yue (2021), the majority of dispositions had a significant impact on man's well-being. Among them, it came out that thankfulness, affiliative humor, and optimism made significant impacts. Creative thinking and dialects made minimal contributions.

A. The Power of Faith

One's faith has always been a powerful tool in emerging from the darkest days of one's life. Some use it to give their lives and their circumstances meaning. Believers sometimes incorporate the challenges they have met as reasonable and rational because they believe that, as humans, people are supposed to experience struggles when asked how they deal with the challenges. As stated by participant No. 2:

So at first kanang before jud ko musabak sa gyera, naa man tay gitawag nga trials na no sa life, so mag start jud ko sa pray jud. Like mangayo kog guidance...Then mangayo kog wisdom, strength, knowledge sa kana akong buhatanon. More on focus para dili pud ko maglisod sa mga butang. And mostly, naa jud koy akong gibarogan na verse bitaw which is Philippians 4:13 na "I can do all things through Christ who strengthen me." So mao na ako na e put sa mind nga kaya nako tanan tungod naa siya. *(In life, there are these things that we call trials. So at first, before going to war, I always start with prayers. Like I ask for guidance. Then I ask for wisdom, strength, and knowledge in everything that I do. More on focus as well so I would not struggle. I am also a great believer in Philippians 4:13 which says, "I can do all things through Christ who strengthens me." I put in mind that I can do all things because He's there.)*

Participant No. 6 also answered that:

So far like personally akong disposition sa life is come what may so I think that's a big factor gani kanang, kanang okay raman jd ko like mo go with the flow ra jud ko so kung unsay e hatag noh like laban ra, like I don't care kung wa koy sleep as long as kana bitawng I got you, the day like mahuman ang adlaw that's it. Like so akoa jud coping mechanism so far e think lang nga mahuman ra jud ni nga day. Basta mahuman ra jud ni nga day that's it. I'm good. *(My disposition in life has always been "come what may", which I think is a big factor that helped me. I only think that at the end of the day, it will eventually end it's either bad or good that is my coping mechanism.)*

Participant No. 11 also stated that:

...Pwede mo religious? Sa Lord sad. Ako, honestly dili ko religious na pagkataw, naa bayay times gyud na naay mga challenges gyud, challenges sa kinabuhi na feel nimo di na nimo kaya. Five o'clock ka mo out sa imong duty nya naa pa kay klase 6 diri, usahay di nalang ka ganahan mo dayun. Mao to imo nalang jung e ampo sa Ginoo nga makahuman ka ani nga semester. Oo, prayer and family. *(Cliche as it sounds, my motivation is the Lord and my family. When I worked already, I experienced a lot of hardships and in times when I'm about to give up I realized how amazing the Lord is and even appreciated the hard work of my father and that pushed myself to keep going.)*

This implies that despite the hardships that they have been through, they are confident enough that through their deeply rooted faith in whoever, they would survive anything.

B. Commitment to One's Responsibilities

Commitment refers to the dedication a person has to the responsibilities given to him or her. It is the sense of obligation someone has toward the objectives and purpose of the things they are associated with. In coping with the challenges. As stated by participant No. 1:

Uhhh I don't know if gi unsa siya nako pag deal actually kay kanang there's no solution for it kay mao man gyud na siya ang time na dapat e-render mao gyud na siya ang dapat nimo trabahoon and you are committed to it, sa school you are committed uhhh to uhhh graduate you are committed para ihatag ang render na time kay mao man siya ang needed...Just be committed to finish everything. Manage. *(There seems to be no solution to it, but through the commitment that I have that this is the time to be rendered, I stay disciplined to do my schoolwork for me to graduate, and when it comes to work, I also stay disciplined, particularly with the contract, schedule, and work hours. All we need it to be committed to finish and manage everything.)*

Participant No. 13 also answered that:

Honestly noh, kung dili jud nimo makaya ang work, ayaw nalang sa jud og kuan...ayaw lang sa jud og work. Kay lisod naman gani ang home ug school... And kuan! Focus on necessary details. Oo...mga priorities lang ba. Kato akong giingon nimo kung naa ka sa reality, nga naa ka sa school, school lang sa. Kuan, school. Kay fourth year na baya ta, noh. Nya hapit nata mang graduate, hopefully. Oo, school. *(Honestly, if your work is unbearable and makes you drained every time, I advise that you need to stop doing work. Studying is hard, how much more if you have to work as well. The way to deal with it is time management. I think time management connects to stress because if you do not have time management, stress and pressure will enter. Focus on necessary details. Yes, focus on your priorities.)*

This implies that commitment helps the participants to carry out their responsibilities. When one is committed, they see the purpose of why they are actually trying to survive. This sense of purpose that has been found through commitment gives them the courage to face and continue despite the hardships that has come their way.

II. Organization of Tasks and Activities

Organizational abilities and methods relate to how work, activities, or events are planned and arranged. It helps set routines, provides direction on prioritizing daily tasks, and deals with potential obstacles. Organizational skills are predominantly seen amongst eldest children, who tend to have their workloads organized, so there is less time spent trying to figure out what to do next, resulting in improved efficiency and increased productivity.

Alfred Adler's birth order theory supports this theme. Birth Order Theory proposes that a child's development and personality are influenced by their family, neighborhood, and birth order. Moreover, Brennan (2021) discussed that firstborns are likelier among siblings whose parents devote their attention, time, and resources exclusively. He further asserts that they have unhindered access to parental engagement. It explains why, as a result, they are likely to be more responsible, conscientious, ambitious, and organized with perfectionistic tendencies than their siblings. Over time, their stress coping strategy is to organize all their tasks and activities to avoid feelings of anxiety with unpredictable twists and turns of events.

A. The Art of Time Management

Time management refers to using one's time productively and efficiently. However, time management can be a challenge when juggling both work and school. Most significantly, college-working students can be overwhelmed trying to read all the books and chapters assigned, meet deadlines, participate in extracurricular activities, have additional responsibilities such as household chores and duties to younger siblings, and attend entire shifts of work with feelings that there is not enough time to complete all their work adequately. With this, students use time management to cope with their tasks and personal achievements. Participant No. 11 responded that:

Kuan, mao to time management. Kinanaghaglan on-time ka. Kinahanglan naa kay schedule. Naa kay...mag organize ka sa imong schedule. And then, if kato gani...if naa gani ka sa skwelahan, try to kanang...avoid thinking about your work or family. Kung naa gani ka sa reality nga naa ka sa skwelahan, diha ra jud imong hunahunaon. *(Time management. You have to be on time and have a planned schedule. You need to be organized in doing your stuff, and if you are in school, try not to think about work. I always focus on studying when I'm in school. I need to get enough sleep even if you do not feel tired. Take deep breaths. Sometimes I do meditation.)*

Participant No. 1 added that:

Uhhh, you need to have a planner. Kuan if you do not have a planner, you have, use your own phone, you can record the daily activities like kay para mahibaw-an nimo siya, if there are future events you

need to check your planner, if if musud pa ba siya ky to weigh in asay mas bug-at and if ever muffect siya sa work and you have an important activity you can always file a leave beforehand. So very important kaayo ang planner. *(Having a planner to record the daily activities so I could track my availability for future events and activities so I will have enough time to think if it can probably affect your work and weigh in right after which is much more important and if so, I can file a leave beforehand.)*

Participant No. 16 also stated that:

Kuan lang jud siya, kanang...uhmmm unya sa ha. Kuan sa ha, ano siya...okay kung work, work. Oo, one at a time. *(I have to know my priorities and set out schedules and alarms. When it comes to my family, I give some of my time to them, like helping with household chores and answering my siblings' assignments, but not always, but if there is a little free time, I'll spend it with them.)*

Based on the experience mentioned above, participants who are good at time management are also adept at progressing forward and completing tasks. However, they are also better at setting priorities, determining what needs to be done and then putting the rest aside. This is particularly true for students who work full- or part-time jobs in addition to going to school.

III. Self- Maintenance

Self-maintenance is the act or process of maintaining oneself or oneself. It is a time or opportunity for ease and relaxation. More precisely, self-maintenance is all those extra pampering activities. A common understanding of self-maintenance is all those mundane activities we do to keep ourselves alive and function adequately in society. We do it on autopilot, and better or worse - we get it done. Without it, our lives would feel miserable.

This theme is aligned with the theory of Birth Order Theory, in which Alfred Adler, the founder of this theory, suggests that the firstborn is the toughest of all siblings. He believes they strive to overcome those difficulties and strive to compensate in their characteristic ways, given the environment in which they live, resulting in cases where most of them try to heal their inner child when they become adults by pampering and prioritizing themselves.

In addition, according to Asey (2000), different cultures have varying degrees of this trait. Nevertheless, the additional strain and importance placed on the firstborn have traditionally been a trait shared by all. Firstborn children are predisposed to be so driven to succeed and uphold their family's reputation that they subconsciously become overly responsible due to their upbringing. This later in life leads to mental collapses and destructive consequences, including the inability to sustain a healthy sense of self. Thus, self-maintenance is one way of reclaiming all their child's positive qualities. They tend to reparent themselves. This means providing a loving presence through self-care activities such as becoming playful, carefree, and present in the moment by meditation or exercise, creating their unique rhythm through listening to favorite music or simply getting enough sleep or activities that might have been missed as children, and finding their place to grow, change, and progress continuously. This brings together the adult personality, distinguishes it from the child's, and allows one to achieve balance with oneself.

A. Spend Time on Old Hobbies

Hobbies are regular recreational pursuits carried out during free time. Hobbies include physical activities creating chemical changes in the body that help to reduce stress. Since hobbies are a great way to decompress stress after a long day at work, school, or during a day off, students juggling academic and professional demands revisit their past interests to keep themselves sane. It provides a healthy outlet for various energies. As stated by participant No. 8:

Sa kana nga part is, like ingon ato ra nako siya, ano kanang wala. Ingon ato ra siya tanan akong buhaton. I do have some escapes, man pud. Ahhh kuan, first is uhmm yeah, music. Ahhh guitar, uhmm drawing. Ahhh, poetries like literature...literary arts...literary works. *(I do have some escapes. First is music. Guitar. Drawing. Poetries. Literary works.)*

Also, as mentioned by Participant No. 4:

Kuan lang umm self meditate pero akong time akong self meditate kay by reading self help books man ing-ana mag...mag...mag basa kog mga self help books kung dili kay magbasa kog mga novel inana kay mao man gud ang kanang like ako jung ganahan bah like mga hobby nako so wala. Mag tanang kog mga salida sad mao rajod akong buhaton para mawagtang ang stress sa akong kuan kundi e laag. Majority laag. Oo Oo. *(I do self-meditation, read self-help books, and novels, do my hobbies, or go out and have fun to drive the stress away.)*

As mentioned, engaging in hobbies that help the body and mind recover by removing significant amounts of accumulated stress can also bring joy and freedom.

B. The Right People and Strong Support System

Being in the right circle is to have a network of individuals such as friends, family, and peers that we can turn to for emotional and practical support and wherever a feeling of belonging is felt. Students may receive support from staff, faculty, and other students at school, especially those who work, and as they step into their careers and workplace, their colleagues may also be a source of support. Utilizing social support can help people cope with stressful situations. As stated by participant No. 7:

How do you deal with stressors? Kuan naabot na sa point na murag gikapoy na jud ko nya na nang tawag ani kanang, "Mo undang lang sa siguro ko oy kay feel nako di nako makaya." Kuan, kanang kanang as what I've kuan ganina kanang kuan makig storya nalang ko. Ako e share akong problems sa...sa other people ba nya mao na maka tambag sila na, "Aw sige ing-anaon diay na," Nya mao to na motivate nako balik. Oo, maduolan. Kuan, dako jud silang tabang kay diba kung diba kung imo loumon imong problem is kanang murag kanang suicidal thought ana kanang murag ka give up-pon nakay ka pero kay imo man gi share imo kuan imohang problem mo to siya murag ni gaan gaan imong feelings nya mao to ma inspire naka balik. Oo. *(I've reached the point in my life that I find it very tiring and the way that I cope with it is I talk to someone and vent it out. In that way, I feel motivated to continue. Yes, that helped me a lot during tough times because every time I don't have anyone to share my problems I feel like giving up. Sharing my problems lessens the weight that I've been carrying and inspires me to continue my job.)*

Participant No. 14 also responded by saying:

I think it hmmm depend sa ato kay kanang kuan pero for me kuan the best way to manage kanang kuan be around people kanang mga good people kanang that's how you can deal with kanang kanang unsa ni siya uy... juggling with school and work kanang also kanang take the time that you need kanang if you need time to rest then do it but kanang its okay to kuan ba to rest but never give up. *(The best way to manage is to spend time with good people, rest if you need it, and never give up.)*

Given the abovementioned statement, students juggling academic and employment demands need a robust support system. Families play a crucial role in reducing students' stress and improving their well-being by supporting them. Even though many college students experience stress or depression, the support they receive from others, which can come in various forms, must help them maintain positive mental states. Friends and family can support them in becoming more resilient in times of stress, setbacks, or loss.

6. Conclusion

This research focused on investigating the experiences of elder siblings who simultaneously pursued work and studies during the academic year 2022-2023. The study's primary aim was to gain insights into the motivations driving these individuals to maintain this dual commitment, explore the specific challenges they encountered, and delve into the strategies they employed to manage and overcome these challenges effectively.

The responses from the participants revealed the emergence of eight distinct themes, which were further organized into three overarching themes that provided comprehensive insights into the sub-problems at hand. The primary statements made by the participants played a pivotal role in identifying these emergent themes. Regarding the description of the participants and their engagement in the research while simultaneously balancing work and studies, the overarching theme "Factors that influence the eldest sibling to work while studying" encompassed three emergent themes: (a) Insufficient Financial Resources, (b) Personal Goals, and (c) Eldest Siblings and the Filipino Culture. In the context of the challenges faced by the participants while juggling both work and studies, the overarching theme "Challenges met by the participants" comprised two emergent themes: (a) Challenge on Self-Management and (b) Weakened Bonds and Relationships. Lastly, concerning the strategies employed by the participants to cope with these challenges based on their experiences, the overarching theme "Coping mechanisms of the participants in dealing with the challenges met" encompassed three emergent themes: (a) Personal Disposition, (b) Organization of Task and Activities, and (c) Self-Maintenance.

Based on the study's findings, it is evident that empowering communication within family relationships and garnering acknowledgment and support from school faculty are crucial for students who work while studying. Students should strive to foster healthy communication with their families, ensuring that their situations are well-understood, as family support is instrumental in

overcoming challenges. Additionally, faculty members and teachers should recognize the unique needs of employed college students and provide motivation and assistance to help them manage their dual responsibilities effectively, ultimately promoting their academic success and personal well-being.

The study's scope is restricted to elder siblings, thereby excluding other birth order siblings from consideration. Additionally, the research primarily focuses on elder siblings studying and working outside the school premises. It does not encompass an examination of students employed while attending classes within the campus, commonly referred to as "working scholars." Expanding the study to include a broader spectrum of birth order siblings and considering the unique experiences of on-campus working scholars could provide a more comprehensive understanding of the dynamics between academic pursuits and student employment.

Based on the findings, recommendations for further study include a Correlational Study between Lack of Sleep and Productivity, The Effects of Poverty on Creating Healthy Coping Mechanisms, and a Quantitative Study of the Impact of Utilizing Old Hobbies in Dealing with Stressors. These avenues for future research hold significant promise in expanding our understanding of critical aspects of human behavior, well-being, and productivity. Each of these topics presents opportunities for researchers to contribute to developing strategies, interventions, and policies that can enhance individuals' lives and society. Delving deeper into these areas could uncover valuable insights, address pressing societal issues, and ultimately contribute to advancing knowledge and improving our communities, especially for those students working and studying simultaneously.

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