



**HOLY CROSS COLLEGE OF CALINAN, INC**  
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**THE RELATIONSHIP OF THE INFLUENCE OF GADGET USE  
TO THE WORK VALUES OF MILLENNIAL EMPLOYEES**

**Manon-og, Matte Jayferson M.**  
**Gigawin, Megan Kassandra**  
**Sumague, Imae E.**  
**Mahumot, Gleenda M.**  
**Dullin, Jynna Jayne**

**March, 2024**

# **THE RELATIONSHIP OF THE INFLUENCE OF GADGET USE TO THE WORK VALUES OF MILLENNIAL EMPLOYEES**

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In Partial Fulfillment of the Requirements  
in Practical Research

By

Manon-og, Matte Jayferson M.  
Gigawin, Megan Kassandra  
Sumague, Imae E.  
Mahumot, Gleenda M.  
Dullin, Jynna Jayne

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## APPROVAL SHEET

In partial fulfillment of the requirements in Practical Research 1 and 2, this study entitled **THE RELATIONSHIP OF THE INFLUENCE OF GADGET USE TO THE WORK VALUES OF MILLENNIAL EMPLOYEES**, prepared and submitted by **Matte Jayferson M. Manon-og, Megan Kassandra Gigawin, Imae E. Sumague, Gleenda M. Mahumot, and Jynna Jayne Dullin** is hereby recommended for oral examination, approval and acceptance.

**CHERRY ROSE S. TACAY**  
Research Adviser

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### PANEL OF EXAMINERS

Approved by the panel of examiners, after the presentation of the study with the grade of **PASSED**.

**JUNE NILLYN B. TORRES**  
Panel Member

**RIALYN V. BAGUIO**  
Panel Member

Accepted in partial fulfillment of the requirements in Practical Research 1 and 2.

Date of Oral Examination: March 9, 2024

**MA. CORAZAON C SUÑGA, PhD**  
Basic Education Principal

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**The Researchers**

## ABSTRACT

This study aims to explore the correlation between gadget use and work values among millennials, focusing on millennial employees across diverse industries. It is important to note that the sample size in this study is limited, which may not fully represent the entire population of millennial workers. The study employs a quantitative approach, specifically a descriptive-correlational research design. This design is deemed appropriate as it enables an objective examination of the relationship between gadget use and work values. The descriptive method is utilized to present the demographic profile, gadget use patterns, and work values of the respondents, providing a comprehensive understanding of the study's variables. Additionally, the correlational approach is employed to determine whether a significant relationship exists between gadget use and work values among millennial employees. A total of 114 respondents participated in the study, and the results indicate a high positive influence of gadget use on the work values of millennial employees, leading to the acceptance of the alternative hypothesis. Based on these findings, the researchers recommend that employers integrate gadgets into the workplace to align and cater the work values that Millennial employee prioritize in their professional and personal lives.

***Keywords: Influence of Gadget Use, Work Values, Millennial Employees,***

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## **Chapter 1**

### **INTRODUCTION**

#### **Background of the Study**

The use of gadgets has become an essential and indispensable aspect of contemporary society, especially among millennials who have grown up in a world where technology and digital devices are prevalent. In a survey conducted by The Nielsen Company (2014), 24% of Millennial respondents identified gadget use as the major attribute distinguishing Millennials from other generations. The pervasiveness of gadgets has significantly changed the manner in which people work, communicate, and socialize, having a profound influence on all facets of everyday life, including the workplace (O'Halloran, 2015). Gadgets are becoming increasingly used in the workplace, which can potentially influence work values, which refer to the beliefs, attitudes, and priorities that Millennial employees hold regarding their work and its significance in their lives (Indeed Editorial Team, 2022). Work values can be classified into two categories: extrinsic work values, which are influenced by external factors and rewards that individuals seek in their work environment, and intrinsic work values center around all the aspects and elements that are part of carrying out a specific task. These values shape their perception of what is important, desirable, and fulfilling in a work environment (Bortz, 2023). Therefore, it is crucial to study how gadget use can potentially influence the work values of Millennial employees, as they are a rapidly growing demographic in the workforce whose values towards work are likely to shape the future of work culture.

On a global scale, the influence of gadgets on the workforce is immense and cannot be understated. The rapid rate of technological development and widespread use of gadgets has significantly influenced the way people work, particularly among Millennials who are

accustomed to incorporating gadgets into their everyday lives. According to a global survey conducted by the University of Southern California (2013), 66% of Millennials expressed a strong desire for more flexibility in their work arrangements. They also emphasized the importance of achieving a balance between work and personal life, as well as the value of a collaborative work environment. These findings highlight how the use of gadgets significantly influences the work values and preferences of Millennial employees. They seek work settings that are adaptable and encourage collaboration, with gadgets playing a key role in facilitating such environments. Leveraging their digital proficiency, Millennials effectively harness the capabilities of gadgets to fulfill these values and make meaningful contributions to their professional endeavors (Taylor, 2014).

Meanwhile, focusing on Millennials as situated in the Philippines, a study conducted by Gabriel, Alcantara, and Alvarez (2020) found that the integration gadgets in the workplace and the adoption and usage of Millennials in the Philippines gives them an advantage in the technology-driven global workplace. This enables them to navigate the digital landscape, adapt to technological advancements, and leverage various digital tools and platforms, enhancing productivity, enabling remote work, and facilitating collaboration with diverse teams. Similarly, a survey by Chua and Luyun (2019) reveals that Millennials feel more connected to their colleagues, attributing this connection to the use of gadgets. They strongly agree that gadgets provide them with the freedom to express themselves creatively, access information about global issues, and engage easily with peers, simplifying communication and facilitating research. The combined findings suggest that the usage of gadgets of Millennials, along with their positive perceptions of gadgets, contribute to their success in the global workplace and their ability to connect and

engage with others across geographical boundaries.

On a magnified scope, an article published by Titian (2018) entitled “How Technology is Changing the Filipino Workplace” stated that the use of gadgets in the workplace is becoming increasingly prevalent, particularly in virtual offices such as those in the BPO industry where employees collaborate across different locations. Additionally, companies across various industries are implementing flexible working arrangements, emphasizing the need for technology that enables remote productivity and goal contribution. In addition, an article published by Samaniego (2023) entitled “Why the Philippines must embrace digitalization” also stated that the use of gadgets in the workplace is essential for enhancing efficiency and productivity, as demonstrated by the experiences of technologically advanced countries like South Korea and Singapore. It highlights the importance of integrating digital technologies into businesses, governments, and educational systems to enhance efficiency and competitiveness.

Despite a significant amount of research on the subject matter, there is limited research into the correlation between the influence of gadget use and work values, as most studies have focused on the impact of social media use. Additionally, some studies suggest that gadget use negatively influences Millennial employees' work values. Zippia (2023) survey reveals that 66% of American employees use gadgets frequently, posing concerns about productivity. Calero-Holmes (2023) and Grant (2019) underscore how gadgets blur work-life boundaries, potentially fostering addiction and distractions, impeding productivity. Ferrer (2020) highlight decreased productivity due to excessive social media use, while Suralta (2021) notes "Zoom fatigue" from extensive video conferencing. Pangandaman (2019) and the University of Mindanao (2019) revealed that Millennials'

significant non-work-related gadget use, suggesting a negative influence on their work values. This lack of focus on work values has resulted in a limited understanding of how gadget use directly influences the work values of Millennial employees.

Given that some studies have indicated a negative influence of gadget use on the work values of Millennial employees, the researchers are prompted to study this relationship further to know whether there is indeed a negative influence while taking into account cultural and contextual factors. To address this gap, it is necessary to conduct national and local studies, particularly in developing countries like the Philippines, to comprehensively understand the influence of gadget use on work values while considering cultural and contextual factors to understand how it differs across different cultures and contexts. Thus, the researchers of this study aim to fill the aforementioned gaps and provide insights into improving workplace productivity and efficiency amidst technological advancements. Additionally, this study also seeks to promote responsible gadget use, taking into account its potential influence on work values, and contribute to the development of strategies and guidelines for a balanced and effective utilization of gadgets while maximizing the benefits they can bring to the workplace.

### **Statement of the Problem**

1. What is the demographic profile of Millennial employees in terms of:
  - 1.1 sex;
  - 1.2 birthyear; and
  - 1.3 profession?
2. What is the level of influence of gadget use of Millennial employees in terms of:
  - 2.1 completing work tasks;

2.2 communication; and

2.3 entertainment?

3. What is the level of work values of Millennial employees in terms of:

3.1 extrinsic work values; and

3.2 intrinsic work values?

4. Is there a significant relationship between the influence of gadget use to the work values of Millennial employees?

### **Hypotheses**

**H<sub>a</sub>:** There is a significant relationship between the influence of gadget use and the work values of Millennial employees.

**H<sub>0</sub>:** There is no significant relationship between the influence of gadget use and the work values of Millennial employees.

### **Review of Related Literature**

This section of the study provides a comprehensive summary of the review of related literature and studies.

### **The Effect of Gadgets on Today's Society**

The rapid advancement of technology has spurred the widespread integration of gadgets across society, particularly in workplaces, where smartphones, computers, tablets, and laptops play pivotal roles in communication, social networking, and research (Muyasaroh, 2020; Siregar & Yaswinda, 2021). Designed to enhance efficiency and productivity across various domains, the sophisticated tools empower Millennials to expand their intellectual capacity and engage more conveniently with the world through platforms facilitating promotion, connectivity, dissemination, and skill enhancement

(Marpuah et al., 2021; Scientific World, 2022). As technology continues to evolve, gadgets consistently offer the latest technologies to streamline human activities, enabling online transactions, remote work, and seamless connectivity, thereby fostering an efficient and flexible work environment (Wahyuni et al., 2022; Green, 2023).

Technological gadgets significantly boost productivity, potentially increasing up to 25%, as shown in a study from the McKinsey Global Institute (2015). Gadgets also foster global connectivity, enabling communication and collaboration across boundaries, as highlighted by the Pew Research Center in (2019). Moreover, gadgets revolutionize healthcare by empowering patients through wearable devices that monitor vital signs and promote preventive care, as noted by the World Economic Forum in (2021). Additionally, technology plays a vital role in effective leadership, supporting diversity, communication, and learning, according to Arians (2023). Allowing leaders to monitor team productivity and adapt tasks accordingly. While technological advancements provide increased work flexibility and enable remote work, also reshaping the job market, creating new opportunities while potentially displacing certain roles due to automation and technological progress.

While gadgets offer numerous benefits, it is essential to acknowledge the potential drawbacks. Weedmark (2019) highlights the distraction posed by constant private message exchanges among working millennials, averaging 110 messages daily, while Wigert (2020) underscores how unlimited accessibility and flexible work schedules may hinder achieving work-life balance, leading to increased stress and exhaustion. Moreover, Pandika (2016) warns of negative effects like cybercrime, addiction, and physical health issues such as tiredness and neck, exacerbated by excessive screen time disrupting melatonin production.



Similarly, Nakshine et al. (2022) emphasize how constant gadget exposure heightens stress and anxiety, impacting mental well-being and cognitive function. The widespread use of cell phones, as reported by Gowthami and Kumar (2016), further raises concerns about addiction and social disconnection. Additionally, gadget overuse among youth, as highlighted by Jimenez (2018) and Deepika (2023), contributes to health issues like obesity and decreased engagement in physical activities, necessitating moderation in use.

The increasing reliance on technology and gadgets for remote work raises concerns about the negative impact on employee wellbeing, particularly regarding long and unsocial working hours (Korunka & Hoonaker, 2014). Continuous use of Information Systems (IS) and technological gadgets may contribute to strain and imbalance between work and life commitments, especially among ICT employees in Malaysia (Malaysian Communications and Multimedia Commissions, 2014). Additionally, the use of gadgets for team communication may lead to superficial exchanges, diminishing employee engagement levels (Tycoonstory, 2021).

### **Gender-based Distinctions in Gadget Use and Work Values**

The rapid progress of technology has revolutionized work methods and the way individuals engage with gadgets, offering convenience and innovation. A diverse range of cutting-edge devices has emerged, significantly enhancing daily tasks' ease and efficiency, rendering individuals indispensable in the contemporary landscape (KrithigashreeE, 2022). Incorporating technology into adaptive workplace structures has the potential to enhance overall productivity, essential for individuals juggling professional obligations and personal interests (IANS, 2022). Gender-based distinctions in gadget use and work values

exist, influencing workplace dynamics. A study by Sun et al. (2020) examines male and female users' behavior in online technology communities, revealing distinct preferences and emotional tendencies. While male users focus on providing information help, female users lean towards topics related to socializing and advertising, with both genders expressing predominantly positive emotions.

In terms of addressing emotional labor in the workplace, feminists have emphasized the connection between long-standing gendered expectations regarding emotional management and the persistent assumptions in present-day workplaces, particularly concerning the division of emotional conflict resolution labor. Women often face specific expectations, such as navigating meetings assertively yet without appearing threatening and providing emotional support to subordinates, all rooted in gender stereotypes (Emotional Labor in the Workplace, 2022). Addressing gender-based distinctions in gadget use and work values necessitates challenging traditional gender stereotypes, as computers and technology are often perceived as more suitable for boys than girls from early childhood. The stereotypes shape gender differences in computer use, contributing to the underrepresentation of women in STEM fields and perpetuating the gendered division of labor (Korlat et al., 2021). Gender differences also emerge in the importance placed on having a job that benefits society, with women more likely than men to consider this aspect extremely important (Korlat et al., 2021). The findings underscore the importance of inclusive work environments that cater to diverse values and aspirations, particularly among millennials, in promoting gender equality and inclusivity in the digital age.

According to Pande and Schaner (2017), India faces a notable gender disparity in mobile phone usage, with only 33 percent of women utilizing mobile phones compared to

67 percent of men, a gap wider than in similar-developed countries. While mobile technology holds promise in bridging gender gaps in areas like employment and market access, in India, this gap may exacerbate existing gender inequalities. Goswami and Dutta's (2016) study suggests that gender differences in technology adoption vary across contexts. While men typically demonstrate higher proficiency in areas like Information Technology usage, the gender disparity in mobile or Internet banking adoption is inconclusive. Social media usage shows no gender disparity, although men and women have differing purposes. Both genders engage equally in online shopping, but women tend to be more influenced by consumer reviews. Gender significantly influences e-learning acceptance and online stock trading, with women encountering technical challenges and perceiving higher risks.

### **Birthyear-based Differentiations in Gadget Use and Work Values of Millennials**

According to the study conducted by Ng, Posch, Köllen, Kraiczy, and Thom (2022), in study 2 discovers some variations in Millennials' reported job values according to their age, gender, and relationship status. Age and gender are most highly correlated with work values, which raises the likelihood of gender effects in addition to maturation. Additionally, the relationship between workplace flexibility and job seekers' propensity to accept long-term employment is moderated by age. According to Stewart, Oliver, Cravens, and Oishi (2017), elder workers have long held traditional beliefs on how to act with proper duty in the workplace.

In terms of confidence, sense of success, sentiments of self-respect, and sense of personal security, younger and older millennials shared many characteristics. Both individuals love being their own bosses and owning their own businesses and have an entrepreneurial spirit. They place a high priority on multitasking and working as a team.

Finally, both groups of Millennials have hopes and dreams for themselves, get excited about opportunities, strive to fulfill their dreams, and feel that they have made progress toward being successful in their lives (Debevec, Schewe, Madden, & Diamond, 2013). These young workers favor having an older, "dissimilar" cohort as their supervisor. However, older cohort supervisors may be perceived as more trustworthy, less likely to compete with these young employees, and more likely to accept and succeed in the mentor role because trust in the supervisor has been shown to be significantly related to the quality of the supervisor-subordinate dyad (Campion, 2014).

Younger workers are accustomed to the quick technological advancement and the changes it brings. In a similar vein, the most mature workers are aware of how much experience they have to draw upon when making decisions. More productivity is produced by combining cutting-edge innovation with the knowledge gained from experience (Munir & Siddiqui, 2023). Regarding productivity, 31% of the findings claim that younger workers are more productive, while 28% claim that older workers are more productive than younger workers. However, 41% of the studies indicated no differences between younger and older workers. Older workers performed better (58%), and presenteeism generally revealed no significant age-related variations (61%). The sole outcome where younger workers outperformed older workers was absenteeism (Viviani et al., 2021). The findings of Partridge (2015) stated that female Millennials constitute a significant proportion of the current workforce.

### **Profession-based Variation in the Utilization of Gadgets and Work Values among the Millennial Workforce**

The millennial generation, who use gadgets in general, is less likely to be able to read the information (Muyasaroh et al., 2020). As digital content workers, several

millennial employees in various media sectors have been extremely satisfied with their employment and work assignments. Have a very positive view in their workplace as it expands their platforms as a digital employees. Millennials seek opportunities and leadership in the future, leading the charge as news media businesses become increasingly digital and less paper-driven. They use communication devices at work and home daily, aiming to become industry leaders and managers. The millennial generation is driven by access to communication technology and social media platforms, particularly in the newspaper industry. They are attracted to the latest technology, which helps businesses succeed by effectively managing and using it (Hobbs, 2017).

Millennials exhibit a strong preference for familiar communication, media, and technology, expecting to perform their jobs effectively with these tools. They are shaping the future of medicine with unique healthcare priorities distinct from established physicians (Spiotta, Kalhom & Patel, 2018). In education, millennials are increasingly leveraging gadgets to enrich the learning experience, leading to greater engagement and innovative learning methods (Bayanova et al., 2019). Their innovative thinking and technological proficiency are key drivers in enhancing industry performance, enabling the introduction of new products and services, as well as boosting the efficiency of existing businesses (Njenga, Gichuhi & Koome, 2021).

The quality of human resources could be improved by digital technologies better than ever before. In view of the circumstances in which they will be confronted, teachers, educators, and students are also required to be innovative. To be able to take advantage of the latest technologies, the era of Revolution 4.0 is guiding the movers, especially in the field of education (Astuti, Fauza & Yuhafliza, 2019). The influence of the development of

science and technology that took place during this generation's lifetime has created a unique characteristic of the Millennial generation. The ability of millennials to use information technology will have both positive and negative influences. The positive influence of information technology will foster creativity and broaden horizons as a result of the rapid development of science and technology, whereas the negative influence will take the form of the influence of various information and culture, which will shape deviant behavior in terms of ethics, morals, and religion in the millennial generation (Hulukati & Rahim, 2019).

### **Gadget Use among Millennials**

Millennial employees are avid users of technological gadgets, with a profound influence on their work values and preferences. According to a study by Pew Research Center (2019), 92% of Millennials own smartphones, making it their primary device for communication and information access in the workplace. Furthermore, research conducted by Dell and Intel (2020) highlights that Millennial workers embrace gadgets for multitasking and productivity, utilizing various devices simultaneously to enhance efficiency. Moreover, a study conducted by Iqbal, Khalid, and Barykin (2021) reveals that Millennial employees value gadgets that promote work-life balance, such as flexible laptops and collaboration tools, as they prioritize a seamless integration of technology into their personal and professional lives.

Millennials' widespread adoption of gadgets, especially in the digital realm, brings both prospects and hurdles. Accessing trustworthy information proves challenging, and younger generations seem increasingly prone to overlooking moral and ethical principles in online interactions and information distribution (Muyasaroh et al., 2020). However, millennials are more likely to embrace technology, especially in the realm of digital

payments. The increased use of gadgets for purchasing and seeking information has led to a greater inclination among Millennials to adopt electronic wallets, which in turn alters consumption patterns and behavioral habits (Soelasih & Sumani, 2022). In terms of digital usage, perceived ease of use, perceived usefulness, and attitude toward technology all significantly influence millennials' behavioral intentions (Fauzi, 2018).

Furthermore, the use of gadgets among millennials, particularly social networking sites, has had a significant influence on their learning, engagement, and societal norms. Research indicates that millennials commonly use social media for communication and participation, with potential effects on behavior (Tapas, 2023). Social media has become an integral part of millennials' everyday lives, blurring the lines between personal and professional spheres. It is important for millennials to receive guidance and direction in the workplace and their environment as they navigate their values and social interactions (Quines & Tubo, 2023).

The Millennial generation is distinguished by their strong connection to gadgets and their reliance on media, information technology, and communication technologies. This generation has embraced innovation and actively engages in learning and working in technology-driven environments (Muyasaroh et al., 2020). The continuous advancement of technology has played a significant role in shaping the lives of Millennials, particularly during their formative years, college education, and entry into the workforce. The use of internet-accessible devices has witnessed a steady rise among Millennials (Aribowo, Saptono, Subali & Marwoto, 2019).

The Millennial generation's proficiency in utilizing gadgets has made them stand out in the modern Digital Age. Their adeptness in swiftly accessing and sharing

information across generations has transformed the way knowledge is acquired and disseminated through technology (Rizqillah, Dwinanda & Nurkusuma, 2022). Millennials' proficiency with technology, honed through exposure to smartphones and gadgets, is apparent in their interactions with older generations in the workplace. They often serve as guides, sharing insights on leveraging technology's features and shortcuts for personal and professional advancement (Pilette, 2021).

Millennials' reliance on gadgets, notably mobile phones, stands out as a significant trend. Unlike previous generations, millennials show a strong preference for and extensive use of mobile phones, particularly smartphones, which offer practicality and ease of use. These devices serve as their primary communication tools due to their convenience (Melgazo, 2017). Globalization has further deepened millennials' attachment to their gadgets, as they crave immediate access to current and visual information. However, this dependence on technology, especially smartphones, raises concerns about decreased physical activity, unhealthy eating habits, and a higher risk of obesity among millennials (Chasanah & Kilis, 2017).

Gadget use among millennials is highly prevalent, with more than 97% of them owning a phone and considering it their primary device (Adido-digital, 2019). Millennials have fully embraced social media since their upbringing, with an average of 3-4 hours spent daily on social media and gadgets (Asio, 2022). This generation is often seen obsessively using their smartphones in various settings, including work, while on the road, and during public transportation. Reports indicate that 87% of millennials keep their cell phones with them at all times, and 80% reach for their phones as soon as they wake up in the morning. Additionally, 78% of millennials spend over two hours each day texting, browsing, talking,



or engaging on social media platforms. Furthermore, it is projected that within the next five years, approximately 60% of millennials expect these activities to primarily occur on mobile devices (Brown, 2014).

The influence of gadgets, media, and technology on millennials is wide-ranging, influencing their views on body image, gender, race, and communication. This generation has been particularly affected by these influences, shaping their perspectives in significant ways. Millennials, having grown up with various technological tools, have developed unique thinking patterns that differ from previous generations, leading to differences in learning and cognition (Nunley, 2018). To adapt to these changes, it is important for organizations to incorporate technology into the workplace, as it has the potential to revolutionize work by improving personalization, collaboration, and accessibility (Fathadhika, Hafiza & Rahmita, 2020).

Moreover, millennials have demonstrated a strong reliance on gadgets, demanding their integration into work as well. They engage in multitasking and seek a variety of activities, multimedia resources, and interactive materials of high quality in professional settings. Millennials prioritize social collaboration and networking opportunities in their professional lives, desiring personalized technologies that cater to their individual needs (Fathadhika, Hafiza & Rahmita, 2020). In line with this, Beng, Tiatri, Louisiana, and Wangi (2020) assert that the Fourth Industrial Revolution, which began in 2018 and is characterized by the growing influence of information technology and the widespread use of gadgets, is permeating society. Technology has become inseparable from the daily lives of the younger generation, serving as a vital medium for information exchange and communication.

Furthermore, gadget use among millennials, particularly their reliance on smartphones, is becoming increasingly prominent. Millennials prefer to carry out various tasks through their mobile devices, highlighting the importance of implementing omnichannel assistance using cloud technology to integrate physical stores with digital communication channels (Acefone, 2021). Millennials are known for their optimism, a strong desire to stay connected with friends and family both offline and online, a positive attitude, and competitive nature (Techpinas, 2015). Gadgets play a pivotal role in the lives of millennials, serving as a crucial communication platform. It has become an essential tool for engaging with this generation and maintaining effective communication.

### **The Influence of Gadgets on Work Task Completion among Millennial Employees**

Effective task management in the workplace necessitates organization, efficiency, and pro-activity, as highlighted by Wilson (2022). Gadgets are essential for businesses, offering tools and platforms that enhance operations, including collaboration, customer satisfaction, and overall efficiency. Failing to embrace technology can hinder growth and give competitors an edge. By adopting technological advancements and adapting to workplace trends, organizations can boost productivity and market presence. This fosters improved collaboration among remote workers and unifies employees, leading to increased productivity and job satisfaction (The Importance of Modern Technology in the Workplace, 2020).

In their studies, Gayan (2023) and Angshuman (2022) highlight the significant impact of gadgets on task completion among millennial employees. Company leaders recognize the importance of technology in meeting workforce preferences, enabling continuous surveillance of progress, revenue tracking, and goal achievement, while

automating data compression and storage. Integration of gadgets is crucial for success in meeting tech-savvy employees' expectations, revolutionizing office operations through features like receipt monitoring and progress tracking. Organizations increasingly rely on automated gadgets to enhance productivity, reduce time and costs, and achieve better results quickly. As technology evolves, employers adapt to new ways of managing tasks through tech-driven tools, marking a significant shift towards online computing.

Research by Sintellyapp (2021) indicates that the integration of computers and internet connectivity has enabled millennial employees to work flexibly from any location and at any time, fostering innovation and potential growth. Technology-enabled tasks and reward systems incentivize employees to utilize gadgets for idea generation and information exchange. Advancements like cloud computing, mobile devices, and social media have revolutionized work patterns, enhancing productivity. Embracing these technologies designed for collaborative workplaces is crucial (Neendoor, 2023).

In the study conducted by Herle (2022), the focus was on the influence of gadgets on work task completion among millennial employees, examining the influence of new technology on office spaces and the need for advanced technology as work practices evolve. Thompson (2023) highlights that millennials, known for their comprehensive skill set, prioritize working for companies that provide flexible work schedules and engaging opportunities, actively driving forward change. This generation's contributions to technological advancements result in the development of gadgets, applications, and technology that offer increased flexibility, improved communication, and faster computing. Furthermore, millennials demonstrate a remarkable ability to quickly adapt to and master new technology.

However, the influence of gadgets on work task completion among millennial employees is not without its challenges and drawbacks. Research conducted by Maavi (2019) highlights that excessive reliance on digital technology can hinder face-to-face communication, tactful interaction, and the ability to maintain eye contact, potentially influencing professional growth. While technology plays a crucial role in enhancing workplace efficiency and intelligence, organizations must also be vigilant about potential risks such as privacy breaches and cyber attacks, as highlighted by Radevska (2022). Moreover, the utilization of tracking devices, including apps installed on personal mobile phones, can raise concerns regarding location monitoring and the collection of biometric data, as discussed by Syed (2020).

### **The Influence of Gadgets as Communication Tools in the Workplace**

The widespread use of social media as a communication medium has significantly influenced communication practices within the workplace. Social media is recognized as a valuable communication asset, but its impact on workplace communication isn't entirely positive. It has caused information overload, blurred boundaries, and the weakening of traditional communication channels, leading to challenges that require addressing. This shift has prompted the adoption of more dynamic communication forms in the workplace (Kurniatri, Zaim, Jufrizal & Jufri, 2020). Furthermore, the emergence of office information tools and mobile devices has both positively and negatively influence employees' work lives, fundamentally reshaping office environments and enabling remote communication (Ogwe, 2022).

The COVID-19 pandemic has reshaped communication dynamics in the workplace, with a shift towards virtual interactions through phone calls, messages, and applications

like WhatsApp (Jana & Kaushuk, 2023). The reliability of phone and internet connections is a concern, causing potential misunderstandings and limitations in effective communication. With businesses relying more on gadgets for communication, understanding their impact on productivity and business activities is important. Existing research mainly focuses on individual technologies, overlooking the broader use of multiple gadgets in office settings. Addressing the challenges and influence of workplace communication tools, including social media, is crucial for ensuring optimal workplace communication (Rahmawati, Soesilowati & Sanjoto, 2018).

The digital workplace has become a vital asset for organizations, enhancing the productivity of knowledge workers. With the introduction of gadgets in the workplace, the use of email communication has significantly increased and continues to grow (Koffer, 2015). Furthermore, extensive research has focused on using social media platforms like Facebook, Twitter, and LinkedIn for communication within businesses. These platforms are utilized to enhance internal communication, streamline business processes, promote employee engagement, facilitate knowledge sharing and innovation, improve customer service, support marketing efforts, and aid in talent recruitment (Wijesinghe & Wijayanayake, 2021). This strategic adoption of social media in the workplace aids companies in achieving their organizational objectives and enhancing business operations.

### **The Appeal of Gadget Use for Entertainment Purposes in the Workplace**

The use of gadgets for entertainment has become increasingly common in the modern workplace, with 64% using them for work-related tasks and 37% for personal entertainment (PwC, 2015). Gadgets have become an integral part of employees' lives, and social media platforms have become popular among millennials, with 90% using social

media and 78% using smartphones as their primary means of access (Pew Research Center, 2021). These Statistics highlight the importance of gadgets in enabling social media use for entertainment. Gender differences are notable in gadget use, particularly for entertainment. Research shows according to the Pew Research Center, that men are more inclined to engage in video gaming, with 60% of men playing games compared to 40% of women. (Pew Research Center, 2015). This suggests that gender can influence the appeal of using gadgets for entertainment in the workplace.

Millennials are drawn to using gadgets for entertainment in the workplace due to the convenience and flexibility they offer. These gadgets are portable, enabling quick bursts of entertainment during breaks or downtime, regardless of the millennials' physical location (Smith & Anderson, 2019). Flexibility in the workplace not only provides relaxation but also enhances work-life balance, leading to higher job satisfaction and productivity. Organizations should focus on creating an appealing workplace culture to attract and retain top talent and improve customer acquisition. To foster engagement, organizations should treat employees as stakeholders in their future and provide the necessary resources. The disengagement of 65% of the U.S. workforce presents both risks and opportunities (Harter, 2017). Engaging employees through clear expectations, leveraging individual strengths, continuous development, and valuing employee opinions yields consistent results, leading to improved profitability, productivity, customer satisfaction, and retention (Harter, 2017). Organizations can create an environment where employees thrive to increase engagement and success.

### **Work Values of Millennials**

Today, the world workforce is dominated by Millennials. Millennials are less

willing to dedicate most of their time to working (Putriastuti & Stasi, 2019). Millennials value their mentors and are comfortable working with older generations. However, 38% of surveyed respondents feel that older managers do not relate to younger workers and 34% believe their personal drive intimidates other generations. Nearly half of the surveyed millennial respondents believe that their managers do not understand their use of technology. Millennials expect communication and innovation to be driven by technologies that empower their personal lives (PwC, 2022). Data shows that 73% of millennials work over 40 hours a week, and 26% have multiple jobs. Millennials seek a balance between work and life, expecting employers to provide flexibility and enjoyment. They are idealistic and care about changing the world, but they may be the first generation to demand this from their jobs. Finding purpose in their jobs can lead to higher employee retention, a more fulfilling job, and better company results (Waters, 2022).

Work values can be described as a general belief in the relative desirability of a variety of aspects of work and, for example, occupational outcomes (Davis, 2016). Millennials have reshaped the workforce with changes in communication, technology, and management, promoting flexibility, personal tech use, and transparency. Employers should value their tech skills, prioritize work-life balance, and listen to them. Millennials value training and career growth but may not show strong loyalty. Trust, transparency, inspiration, engagement, and teamwork are key for effective Millennial work dynamics (Fuscaldo, 2023). Millennial generation overview, this generation is very conscious of differences and prefers to work on the basis of mutual cooperation instead of following orders; it's extremely pragmatic in dealing with problems. Work Habits have a high feeling of optimism, hard-working people who value personal pride and belief in change and

development. Apart from those characteristics of the Millennial generation, which is becoming more dominant in using the internet as a means to facilitate issues, it has very little meaning for humanization (Muyasaroh et al., 2020).

Millennials prioritize career options and intrinsic values like work ethic, goal achievement, and a positive work environment over corporate adherence. They value efficient workspaces, mentorship opportunities, skills development, and work-life balance. Millennials are innovative, ambitious, and adaptable to change. To attract and retain them, companies must align with their workplace values and offer appealing employment opportunities. (Santillo, 2019). Millennials prioritize a close relationships, prefer working in group activities, regular feedback, and open communication in the workplace. Millennials are highly dependent on technology and technology-assisted work, focusing on both success and excellence in various areas (Davis, 2016).

A dual-path model is developed to understand the influence of work values on millennial employees' turnover intentions. Intrinsic preference and long-term development dimensions lower turnover intentions through organizational identification and job satisfaction, while utilitarian orientation, interpersonal harmony, and innovative orientation decrease turnover intentions through identification or job satisfaction. This study contributes to understanding the unique behavioral characteristics of millennial employees and their work values (Li, Song & Yang, 2022). Millennials' organizational identity is significantly influenced by working engagement, which facilitates identification and employee creativity. In addition, a positive moderating influence on employee engagement and creativity can be attributed to the work characteristics of Millennial workers, in particular their attitude towards intrinsic



preferences, utilitarianism, interpersonal harmony, and innovation orientation (Hui et al., 2020).

Due to the special technology period that Millennials have been born in, they have developed distinct work skills and a preference of their own. Growing up with the rapid development of the technology landscape and becoming an intensive user of high technologies (Putriastuti & Stasi, 2019). The basic and egotistic status requires significantly higher levels of motivation at 0.001 in particular. These results are consistent with the findings of a study showing that Millennials would be willing to undertake career risk in order to experience more meaningful and satisfying work as long as they were able to meet basic needs (Calk & Patrick, 2017).

Millennials are more concerned about personal achievement and success than career or organizational objectives, as intrinsic values such as work ethic, status, and respect for money have become important in comparison to previous generations. Millennials are more inclined to score on positive characteristics like self-confidence and assertiveness, as well as negative ones such as narcissism. This increased level of self-esteem and assertiveness also fuels their belief in the right for individuals to succeed and contribute at work, regardless of background. However, impatience and a lack of persistence can also be attributed to this (Campione, 2015). This research analyzes millennials' personal value orientation in terms of management PVO from the 1980s and 2010s as a comparison population. Millennials tend towards a Personal, Competence, rather than Moral value orientation, but have some subtle differences. They are more focused on themselves than managers of the 1980s or 2010s, and less focused on others. Millennials are putting a greater emphasis on competence skills

than current managers, but less than the 1980s when it comes to moral values (Weber, 2015).

Millennials, the first generation born into a wired world, view technology usage differently than older generations. The Internet has facilitated unrestricted communication and online relationships. As technology permeates every aspect of life, the appropriate use of technology at work is a concern for managers and organizations. One controversial issue is cyberloafing, where employees use technology for non-work-related purposes during working hours (Kim, 2018). The survey results reveal a direct relationship between work centrality and valued working outcomes among millennials. This relationship is partially mitigated by work goals and societal norms. In order to understand the meaning of work and its measurement, further research is needed. The results can be useful in the planning of tailored guidance and training programs for new workers, as well as organizational learning and development interventions (Manuti, Curci & Van der Heijden, 2018).

Millennials are expected to bring with them new challenges, values, and attitudes in work and personal life now that they enter the workforce. It appears that they have a weaker work ethic, a greater desire for leisure, and a less central role in the work. In the workplace, they are constantly looking for approval, praise, validation, and entertainment. Due to the important roles, they play in the future workforce, greater efforts should be made to understand the uniqueness of this group, as compared to other senior groups, and to provide them with the appropriate training for long-term organizational performance and productivity (Ismail & Lu, 2014). In organizations where there is a high opportunity for growth, millennials have been prioritizing career development and autonomy. They are interested in honesty, tolerance and the willingness to make ethical

choices. Working together with colleagues and clients from various generations, nationalities, and ethnicities is preferred by them for their honesty in doing business, social responsibility, and diversity in the workplace. They are driven by honesty, social responsibility, and a willingness to adapt to new challenges (Latkovikj, Popovska & Popovski, 2016).

The results showed significant generational differences in the metrics of intrinsic work, as defined by a WorkNeed typology, between China and other countries. Millennial employees were found to show the highest preference for both extrinsic and intrinsic work values, followed by the Social Reform generation, whereas the Cultural Revolution generation scored lowest. Moreover, it has also been noted that there are major differences between the three generations (Yang, Yu & Wu, 2018). Due to their upbringing in a family-focused environment, young people have prioritized working-life balance and the use of technology at work. They have a better understanding of how to use technology and are looking for leaders who put personal satisfaction ahead of organizational success. This generation believes that personal success is more important to group performance, which leads to a shift in the working environment away from family focus. In contrast to all other values, Millennials place a great deal more emphasis on instrumental or intrinsic value (Davis, 2016).

### **Extrinsic Work Values**

Extrinsic work values serve as a potent method to drive behaviors and acknowledge employees' hard work, commitment, and exceptional performance. An essential illustration of extrinsic work values in the workplace is when employees accomplish tasks intending to earn their regular, monthly, or annual salary. Additionally, promotion serves as an

external reward for employees who demonstrate dedication, produce high-quality work, and cultivate long-term positions while fostering positive relationships within the company. The maintenance of positive relationships can be viewed as an external reward resulting from effective communication, empathy, and active listening. Moreover, the potential for future salary increases serves as an external incentive within the work environment, prompting employees to perceive opportunities for professional growth and motivating them to actively engage in entry-level positions to acquire valuable experience supporting their career advancement as mentioned by Indeed Editorial Team (2022). Similarly, SpriggHR (2020) also mentioned that extrinsic work values refers to the phenomenon where individuals engage in tasks and develop or acquire new skills primarily due to external rewards or to avoid punishment.

The recognition and understanding of both internal and external values, as outlined by Herrity (2020), are crucial for enhancing employee efficiency, job satisfaction, and career advancement. In situations where tasks are demanding or unfulfilling, employing extrinsic motivation through external rewards such as bonuses and commissions can boost performance. However, while extrinsic rewards are commonly used, their effectiveness in sustaining employee engagement, particularly in matters of personal well-being, is limited. Without intrinsic motivation, solely relying on extrinsic rewards may hinder long-term engagement. Hence, transitioning from external to internal motivation is essential for fostering significant and sustainable employee engagement (Bravowell, 2019).

Achievers (2015) discussed that the millennial generation places significant value on rewards that provide them with autonomy over their work schedule, opportunities to pursue personal interests, and support for their commitment to charitable causes, environmental

sustainability, and social activism. For millennials, work flexibility holds greater importance than traditional monetary compensation and salary-based rewards. Additionally, millennials exhibit a strong desire for timely feedback and recognition, finding gestures like verbal appreciation and public praise to be particularly effective motivators. By understanding and catering to these preferences, organizations can successfully motivate and engage millennial employees, thereby fostering a positive work environment that maximizes their potential contributions. In line with this, external rewards play a pivotal role in sustaining motivation and focus, especially when individuals are confronted with challenging tasks, be it monotonous work-related projects. By offering external incentives, employees are incentivized to remain dedicated and committed, even when faced with difficulties or lack of interest (Cherry, 2022).

### **Intrinsic Work Values**

According to Borgohain (2023), work values manifest in two ways: extrinsic and intrinsic. Extrinsic values are driven by external rewards, while intrinsic values arise from internal motivation. Individuals with intrinsic values find fulfillment in the work itself, not just external rewards. They are internally motivated and derive satisfaction from their engagement. Unlike extrinsic values, which rely on external stimuli, intrinsic values are self-sustaining and driven by a sense of achievement. Combining both extrinsic and intrinsic values is the most effective approach for accomplishing various goals.

Scientific studies have demonstrated that intrinsic values, which stems from personal interest and enjoyment, provides a surge of energy, fosters well-being, and enhances performance. Autonomy, characterized by the desire to have freedom in decision-making aligned with one's interests, plays a pivotal role in this regard. Granting employees

autonomy not only demonstrates trust and confidence but also acknowledges the significance of their contributions. Furthermore, it amplifies their sense of ownership, engagement, and overall motivation (Sutton, 2021). According to a research study conducted by Ryan and Deci (2017), providing employees with greater autonomy in the workplace has been shown to positively impact their engagement and well-being, while also reducing negative outcomes like burnout. Workplace flexibility, including options like flexible hours and remote work, enhances employees' happiness and intrinsic values. Among the forms of flexibility, the workplace holds the greatest significance as it allows employees to select their preferred working environment. Research findings indicate that employees who have the freedom to choose their work location exhibited the highest levels of intrinsic values and overall well-being in the studied sample. This highlights the importance of providing workplace flexibility as a means to enhance employee satisfaction and motivation, as stated by Lumber (2018).

Excessive ambition in goal-setting can reduce motivation, but setting ambitious yet achievable goals aligns with the pursuit of expertise and capability. The desire for mastery stems from a commitment to improving skills and reaching personal potential, driven by internal satisfaction. Mastery involves dedicated efforts to excel in specific areas, motivated by the gratification of performing tasks exceptionally well (Wooll, 2022). Utilizing intrinsic rewards to foster employee creativity in the workplace can be an effective strategy. In a recent study by Muzafary et al. (2021), the influence of intrinsic rewards on employee creativity was investigated. The study suggested that employees' intrinsic values for creativity plays a crucial role as a mediating psychological state in the relationship between intrinsic rewards and employee creativity. The findings also

highlighted the significance of factors that enhance employees' intrinsic values to share knowledge, leading to the dissemination of innovative ideas within an organization. Stumpf et al. (2013) The results of the study indicated a positive correlation between intrinsic rewards and satisfaction with the organization. Moreover, the implementation of programs that support employee innovation demonstrated an additional boost in employee satisfaction and retention.

### **The Influence of Gadget Use on Work Values among Millennial Employees**

The influence of gadget use on work values among millennial employees is evident in the integration of gadgets in the workplace, which has been recognized as a catalyst for enhancing efficiency and productivity. As technology constantly evolves, businesses are reaping numerous benefits from the plethora of tools and solutions available that streamline operations and drive increased efficiency. Research by Edmond (2020) highlights that organizations can improve morale and engagement by integrating corporate devices, enabling seamless communication, and embracing cloud technologies. These technological advancements provide the necessary structure and organization for successful project execution, including the adoption of agile approaches, virtual leadership skills, and collaboration tools. As technological innovations reshape the realm of possibilities, it becomes crucial for businesses to prioritize investments in projects that deliver substantial value to both the organization and its employees (ITechGurus Education Solutions, 2022).

According to Waters (2021), work values represent individuals' beliefs and principles regarding their careers or workplaces, reflecting what they consider important professionally. These values differ among employees and organizations, influenced by factors like transparency and teamwork, which contribute to shaping organizational

values. The alignment between personal and organizational values has a significant influence on job satisfaction, as employees tend to report higher levels of satisfaction when their values align with those of the company. Therefore, job seekers are advised to invest time and effort in identifying their intrinsic work values and prioritize them when seeking new job opportunities (Kolmar, 2023).

The influence of gadget use on work values among millennial employees is aimed at supporting their productivity and fostering collaboration within the workplace. However, studies by Rasool and Warraich (2022) have revealed that employees are becoming increasingly dissatisfied with the pervasive adoption of technology in their work environments due to concerns about the potential for job displacement and loss of meaningful human interactions, as well as the growing sense of isolation and detachment caused by excessive reliance on gadgets, which has led to a desire for a more balanced integration of technology in the workplace that aligns with their intrinsic work values and fosters a healthy work-life balance. The integration of gadgets has a diverse influence on employee productivity, job design, and the demand for specific skill sets, reshaping traditional work processes, and necessitating the acquisition of digital competencies. While technology enables automation and streamlines certain tasks, it also presents new challenges, as employees must adapt to evolving job requirements and embrace continuous upskilling to remain competitive in the modern workforce. (Gibbs and Bazylik, 2022).

The influence of gadget use on work values among millennial employees has been profound, particularly in terms of workplace productivity and efficiency. As stated by Allen (2019), technology, including gadgets, has significantly influenced various aspects of human life, ranging from interaction to learning and cognitive processes. The integration



of standard technologies such as the internet and mobile gadgets has led to the transformation of relationships and the promotion of interactive and collaborative learning environments. When utilized effectively, gadgets and technology can serve as valuable tools that accelerate the achievement of company goals. By delegating repetitive and mundane tasks to capable computers, productivity can be enhanced, and the likelihood of human error reduced. This allows the team to concentrate on critical company strategies and revenue-generating activities. Hence, the proper application of technology can boost team performance (Villanueva, 2022).

The influence of gadget use on work values has been extensively studied and documented in numerous literature and studies, which explore how the utilization of gadgets influences individuals' beliefs, attitudes, and principles regarding work, examining the ways in which gadgets influence various aspects of work values, such as job satisfaction, work-life balance, career development, motivation, productivity, and engagement, shedding light on the positive and negative effects of gadget use on work values and highlighting the importance of understanding this relationship in order to create a conducive work environment that aligns with employees' values and promotes their overall well-being and professional growth. The first subtopic, "The Effects of Gadgets on Today's Society," explores the effect of gadgets on modern society, focusing on their influence on communication, productivity, convenience, and entertainment. The second subtopic, "Gender-based Distinctions in Gadget Use and Work Values," investigates how gender influences the usage of gadgets and the corresponding work values among individuals, highlighting potential differences between male and female employees. The third subtopic, "Birthyear-based Differentiations in Gadget Use and Work Values of

Millennials," examines how the generation in which individuals were born (specifically Millennials) affects their gadget use and work values, recognizing that generational factors can shape their perspectives and behaviors. The fourth subtopic, "Profession-based Variation in the Utilization of Gadgets and Work Values among the Millennial Workforce," analyzes how different professions or occupational fields affect gadget use and work values among Millennials, recognizing that the nature of work can influence the relevance and importance of gadgets. The fifth subtopic, "Gadget Use among Millennials," focuses specifically on the patterns and trends of gadget use among the Millennial generation, exploring the extent of their reliance on gadgets for various purposes. The sixth subtopic, "The Influence of Gadgets on Work Task Completion among Millennial Employees," delves into the influence of gadget use on the completion of work-related tasks among Millennial employees, exploring how gadgets can enhance or hinder task performance and productivity. The seventh subtopic, "The Influence of Gadgets as Communication Tools in the Workplace," examines how gadgets function as communication tools within the workplace, exploring their role in facilitating effective communication, collaboration, and information sharing among employees. The eighth subtopic, "The Appeal of Gadget Use for Entertainment Purposes in the Workplace," explores how gadgets serve as sources of entertainment in the workplace and the implications of their usage on employee engagement and satisfaction. The ninth subtopic, "Work Values of Millennials," examines the values that Millennials prioritize in their professional lives, such as autonomy, work-life balance, career growth, and social impact, highlighting their unique perspectives and aspirations. The tenth subtopic, "Extrinsic Work Values," focuses on the external factors that influence individuals' work values, such as

salary, recognition, and job security, recognizing their significance in shaping attitudes and motivations in the workplace. The eleventh subtopic, "Intrinsic Work Values," explores the internal factors that drive individuals' work values, such as autonomy, productivity, and time management, recognizing the importance of intrinsic values in shaping attitudes and behaviors at work. The final subtopic, "The Influence of Gadget Use on Work Values among Millennial Employees," investigates how gadget use influences the work values of Millennial employees, recognizing that gadgets can shape their attitudes, behaviors, and priorities in the workplace.

### **Theoretical Framework**

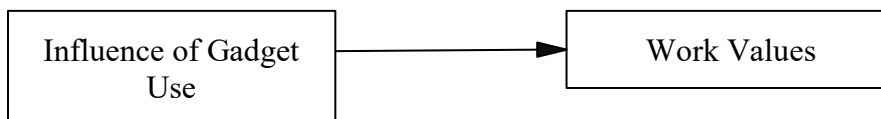
The theoretical underpinning of this study is drawn from the Technological Determinism theory propounded by Thorstein Veblen which states that a society's technology determines its values, social culture, and history; it is the belief that technology is the primary initiator of a society's transformation and shapes social change (Drew, 2023; Hauer, 2017). Technological Determinism is a theory that emphasizes the influence of technology on society, asserting that technological advancements drive social change and influences human behavior. The theory suggests that the introduction of new technologies can disrupt existing social norms and practices, leading to significant transformations in how individuals interact, communicate, work, and live; thus, technology shapes society (Bimber, 1990). This study is also anchored by the Uses and Gratifications theory which focuses on the needs, motives, and gratifications of individuals who use media (Gordon, 2021). The Uses and Gratifications theory, developed by Bulmer and Katz in 1974, emphasizes that media users actively choose and utilize media, participating actively in the communication process and being goal-oriented in their media use. This theory highlights

that individuals consciously select and engage with media based on their personal needs and goals, seeking gratification through various motivations such as entertainment, gaining knowledge, socializing, forming opinions, or fulfilling personal interests. Media users actively seek out media sources they believe will best satisfy their specific needs and desires (Caldwell, 2001; Rubin, 2002).

Overall, this study draws on two main theories, namely: Technological Determinism theory and Uses and Gratifications theory. Technological Determinism theory is employed to explore the influence of technology, specifically gadgets, on individuals' behaviors and values in the context of the study. It acknowledges that technology plays a significant role in shaping society, driving social change, and influencing human behavior. By considering this theory, the study examines how the integration of gadgets in the workplace influences the work values of millennial employees. On the other hand, Uses and Gratifications theory is utilized to understand how individuals actively choose and utilize media to fulfill their specific needs and goals. It helps in examining how Millennial employees use gadgets in the workplace to gratify their needs for flexibility, work-life balance, and collaboration. By incorporating these two theories, the study aims to provide a comprehensive understanding of the relationship between the influence of gadget use to the work values among millennial employees, considering both the broader societal influence of technology and the individual motivations and gratifications that drive gadget use in the workplace.

## Conceptual Framework

The study was guided by the following conceptual framework shown below:



*Figure 1: Conceptual Framework*

As illustrated above, the researchers of this study aim to examine the potential relationship between the influence of gadget use to the work values of Millennial employees. In this context, the independent variable is the influence of gadget use, which refers to the degree or extent to which the use of gadgets influences the values of individuals in the workplace. On the other hand, work values, which refers to the beliefs, attitudes, and priorities that individuals hold regarding their work and its significance in their lives, is the dependent variable because it is expected to be influenced by the independent variable. Work values encompass factors such as work-life balance, productivity, efficiency, collaboration, and other aspects that individuals consider important in their work environment.

## Significance of the Study

The main objective of this study is to examine the correlation between the influence of gadget use to the work values among Millennial employees, in order to provide a comprehensive understanding of how gadgets influences the work values of Millennial employees in the modern workplace, and to identify potential solutions for improving productivity and efficiency in the context of technological advancements. The findings of this study are deemed to be significant for:

Firstly, **organizations** and **employers** stand to benefit significantly from this study as it provides them with a deeper understanding of the influence of gadget use to the work

values of Millennial employees. The findings of this study can help employers develop strategies and policies that promote a productive and positive work environment, aligned with the values and preferences of this generation. Employers can use the findings to improve the integration of gadgets in the workplace, fostering a culture that enhances employee engagement, satisfaction, and overall performance.

In addition, **Millennial employees** themselves can benefit from this study as it sheds light on the influence of gadget use on their work values. Understanding how their gadget use habits can affect their values such as flexibility, work-life balance, and collaboration can empower them to make informed choices regarding their gadget usage in the workplace. This knowledge can help them optimize their work experiences, enhance their productivity, and find a better balance between work and personal life. Furthermore, the study findings can contribute to the development of workplace policies and interventions that cater to the specific needs and preferences of Millennial employees, ultimately fostering a more satisfying and rewarding work environment for them.

Furthermore, **Human Resource Management** can also benefit from this study as it provides insights into the relationship between the influence of gadget use to the work values among Millennial employees. Understanding how technology influences employees' work values can help HR management in developing strategies and policies that align with the preferences and expectations of this generation. By recognizing the influence of gadget use on work values, HR departments can design flexible work arrangements, create a conducive work environment that encourages collaboration and implement training programs that enhance digital skills. HR departments can also use the findings of this study to develop training programs and initiatives that

promote responsible gadget use, productivity, and work-life balance among Millennial employees.

Finally, **Future Researchers** can benefit from this study as it can serve as a foundation for further research and allow future researchers to delve deeper into the complex relationship between the influence of gadget use to the work values among Millennials. Researchers can build upon the findings of this study, future research can explore additional or different variables, conduct longitudinal studies, and investigate the effectiveness of interventions aimed at improving the integration of gadgets in the workplace.

### **Scope and Limitation**

The primary objective of this research is to investigate the influence of gadget use on the work values of Millennial employees. The study will delve into understanding the extent to which the utilization of gadgets, such as smartphones, laptops, and tablets, impacts the work values of individuals belonging to the Millennial generation. In order to achieve this, the study focused on Millennial employees from the education and sales and marketing sectors. These sectors were chosen because they heavily rely on gadgets in their daily activities, as stated in the works of Pascucci, Savelli, and Gistri (2023) and the Pew Research Center (2020). To ensure the study's effectiveness, the respondents will be required to meet specific eligibility criteria. Firstly, they must fall within the Millennial age range, born between 1981 and 1996. Secondly, the respondents must currently be employed, representing a professional role or position within their respective industry. Finally, individuals selected for the study must actively incorporate gadgets into their daily work routines.

Despite the research's strengths, there are several limitations to consider. First, the research will be limited to a sample size of Millennial employees, which may not be representative of the entire population of millennial workers. The sample size may also be limited to employees within specific industries, which may not be representative of other industries. Additionally, the respondents may provide socially desirable responses in an attempt to gain approval or make themselves look good to others, concealing their true opinions or experiences, which may affect the accuracy of the data collected. Another limitation is that the study may be limited to a specific geographical area, which may affect the diversity and representativeness of the sample. Lastly, the study may only capture a limited range of work values, as the survey questions may not cover all possible work values that may be relevant to Millennial employees.

### **Definition of Terms**

The following terms utilized in this study were operationally defined to establish a clear and consistent understanding of their meaning:

**Influence** refers to the capacity or power of something or someone to affect, shape, or modify the thoughts, behaviors, decisions, or outcomes of others. It implies that the utilization of gadgets, such as smartphones, laptops, and tablets, has the ability to shape, modify, or alter the attitudes, beliefs, and behaviors of Millennial employees in relation to their work values.

**Gadgets** refer to electronic devices or technological tools that are designed to perform specific functions or tasks. They are typically portable, compact, and offer convenience and functionality to users. Examples of gadgets include smartphones, tablets, laptops, and wearable devices.



**Gadget Use** refers to the utilization of technological devices such as smartphones, tablets, laptops, computers, and other portable electronic devices for either personal or professional purposes.

**Influence of Gadget Use** refers to how the utilization and integration of gadgets, including smartphones, laptops, and tablets, influences the attitudes, behaviors, and perceptions of Millennial employees in relation to their work values.

**Extrinsic Work Values** encompass the external factors and rewards that employees deem significant in their work environment, focusing on what individuals gain from a task or their job. These values are influenced by external motivators and incentives, such as job security, promotions, professional development, salary, work-life balance, job satisfaction, skill development, and feedback.

**Intrinsic Work Values** focus on everything that's involved in performing a particular job or it is internal factors that individuals find fulfilling and satisfying in their work. These values include factors such as autonomy, mastery, creativity, flexibility, efficiency, innovation, productivity, and time management.

## **Chapter 2**

### **METHODOLOGY**

This chapter provides an overview of the research design and procedure utilized by the researchers in pursuing the study. It discusses the locale of the study, the selection of the respondents, sampling method, research instruments, and statistical treatment of the study.

#### **Research Design**

This study was quantitative in nature and employed the descriptive-correlational type of research. According to Apuke (2017), a quantitative research method dealt with quantifying and analyzing variables in order to obtain results. It aimed at establishing a cause-and-effect relationship between two variables by using mathematical, computational, and statistical methods (Ahmad, Wasim, Irfan, Gogoi, Srivastava, & Farheen, 2019). On the other hand, correlational research examined the statistical relationship between two or more variables without manipulating them. It was a non-experimental research design that sought to establish the degree of association or correlation between two or more variables (Hassan, 2022). Meanwhile, the descriptive method was used to describe the characteristics and/or behavior of the sample population (McCombes, 2019).

The selection of a quantitative descriptive-correlational research design was suitable for this study since it allowed for studying the relationship between the influence of gadget use and work values objectively. It quantified the extent of this relationship, described the variables and the characteristics of the sample population in detail, and efficiently analyzed a large sample to draw objective, reliable, generalizable, and statistically supported findings or conclusions. Descriptive methods were used to describe

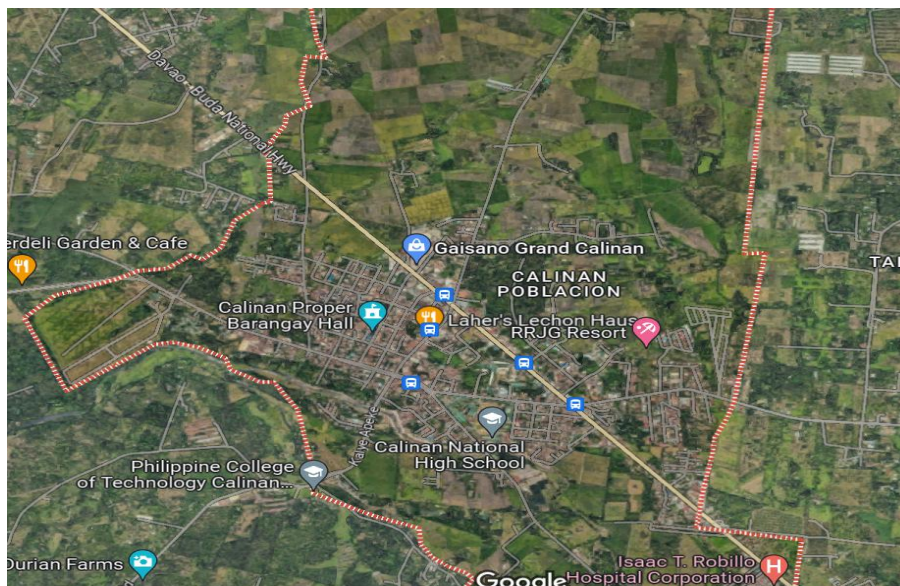
the demographic profile of the respondents in terms of sex and profession. The same method was used to analyze the level of influence of gadget use on Millennials in terms of completing work tasks, communication, and entertainment. Similarly, descriptive methods were utilized in determining the level of work values of Millennial employees in terms of extrinsic work values and intrinsic work values. On the other hand, a correlational approach was used to determine whether there was a significant relationship between the influence of gadget use and the work values among Millennial employees.

### **Research Respondents**

The respondents of this study were comprised of Millennial employees in the education and sales and marketing sectors. These individuals, born between 1981 and 1996, represented the target population of this research, which aimed to study how the use of gadgets influenced their work values. In determining the respondents for the study, the researchers opted for purposive sampling, a deliberate method aimed at selecting respondents based on predetermined criteria that aligned with the research objectives. This sampling approach involved carefully identifying and selecting individuals who possessed specific characteristics, experiences, or knowledge relevant to the study's focus. By intentionally targeting respondents who met the established criteria, the researchers aimed to gather data that would provide valuable insights into the research topic. Additionally, the researchers considered factors such as gender, birth year, and profession to ensure a diverse and well-rounded sample. To determine the appropriate sample size for the study, the researchers relied on a study conducted by Delice (2010) entitled "The Sampling Issues of Quantitative Research." According to this study, it was established that a sample size of 100 was suitable for survey research, with 20 to 50 samples recommended for each sub-

sample. Additionally, the researchers referred to a publication by Sekaran (2003) titled "Research Methods for Business: A Skill Building Approach." This publication suggested that when dividing a sample into sub-samples, each sub-sample should ideally consist of a minimum of 30 samples. In this research, the samples were categorized into sub-samples based on sex (male and female) and profession (education sector and sales and marketing sector). This sample size ensured a comprehensive representation of the population under study, enabling researchers to obtain valuable data on the relationship between gadget use and work values.

### Research Locale



***Figure 2: Calinan Poblacion Map***

The study has taken place in Calinan Poblacion, located within the province of Davao City in the Philippines. This district is characterized by its remarkable features and undeniable charm. Calinan Poblacion boasts a range of notable tourist attractions, including the renowned Philippine Eagle Center, the captivating Malagos Garden Resort, and the serene Bamboo Sanctuary and Ecological Park. Davao City itself is widely acknowledged for its progress and development, with a diverse economy and proactive governance that

emphasizes environmental initiatives. This research presents a valuable opportunity to comprehensively examine the influence of gadget usage on the work values of millennial employees across various industries situated in Calinan Poblacion, encompassing sectors such as education, business, technology, finance, and healthcare. Additionally, the city's emerging reputation as a hub for business process outsourcing and technology-driven industries makes it an apt location to investigate the influence of gadgets on the work values of millennial employees.

### **Research Instrument**

The survey questionnaire used in this study to assess the influence of gadget use was derived from a previous research titled "Influence of Gadget Addiction to the Academic Performance of Grade-12 Students of Advance Montessori Education Center of Isabela Inc. and Tumauni National High School" (2020). The researchers selected this study as a foundation for their questionnaire due to its relevance in measuring the influence of gadget use. Meanwhile, to measure the work values of Millennial employees, the researchers adapted a survey questionnaire developed by Vveinhardt and Gulbovaitė (2015) entitled "Questionnaire of Personal and Organizational Values Congruence for Employee." This questionnaire was selected for its suitability in evaluating the work values of Millennial employees. Moreover, the researchers employed a five-point Likert scale with response option descriptions ranging from "strongly agree, agree, neutral, disagree, to strongly disagree" with assigned corresponding score weights of 5, 4, 3, 2, and 1, respectively.

However, certain items within the questionnaires did not contribute to obtaining the precise data necessary to address the research questions. Consequently, the researchers

excluded those items and focused solely on adapting the relevant ones for the study. Those adapted items were then organized into tables and categorized based on the identified indicators, namely: completing work-related tasks, communication, and entertainment. Furthermore, separate tables were created to assess the level of work values among Millennial employees which were categorized into two groups: extrinsic work values and intrinsic work values. Each table comprised of five (5) statements. The research questionnaire comprised of three parts: the demographic profile, the level of influence of gadget use, and the level of work values.

### **Data Gathering Procedure**

In conducting the study, the researchers present the adapted survey questionnaire to the experts of validation. Thereafter, Permission letters noted by the adviser are then prepared and sent to the School President and the Principal of the Basic Education Department of the institution for official approval. Furthermore, the researchers request formal authorization from employers to include their employees in collecting the data. After gathering the participants, the researchers then proceed to conduct an introductory session that offers a detailed outline of the study, including its aims and methodologies. The confidentiality of participant information is emphasized, and informed consent forms are distributed and collected to ensure voluntary participation. Clear instructions are provided regarding the accurate completion of the survey questionnaire. Following distribution and collection, the researchers proceed to tabulate and analyze the gathered data.

### **Ethical Consideration**

Adhering to ethical standards in research is not just a mere requirement, but a

crucial compass that guides researchers towards conducting responsible and morally sound studies and investigations, ensuring trust, integrity, and meaningful contributions to the advancement of knowledge. As Singh (2019) emphasizes, research ethics encompass moral principles that guide researchers to act responsibly and protect the well-being of the study's respondents and society as a whole, consciously avoiding any form of deception or harm. In this study, the researchers were particularly attentive to upholding ethical considerations, ensuring the validity and authenticity of the data collected. Ethical issues were addressed within the framework of four key ethical principles: care, confidentiality of information, anonymity to protect identities, and obtaining informed consent.

The well-being and protection of the respondents were of utmost importance to the researchers throughout the study, as they implemented various measures to minimize potential risks or harm. The researchers conducted a thorough assessment to identify and mitigate any potential risks that could affect the physical, psychological, and emotional well-being of the respondents. Moreover, the researchers ensured that the respondents were fully informed about the study, and they provided appropriate debriefing sessions both before and after participation to address any concerns or emotional impact, offering necessary support whenever needed.

Confidentiality was strictly upheld by the researchers throughout the study to protect the privacy, information, and identity of the respondents. All collected data was treated with the utmost confidentiality and stored securely to prevent unauthorized access. Any information that could potentially identify individual respondents was pseudonymized to ensure the confidentiality of information and identity. The researchers also ensured that only authorized personnel involved in the research had access to the data, and any

published results or findings were presented in an aggregated manner to maintain confidentiality.

In addition to prioritizing the well-being and confidentiality of the respondents, the researchers upheld the principle of anonymity in the study. To uphold this principle, the survey questionnaire was designed to protect the identity of the respondents. This included avoiding the collection of personally identifiable information and ensuring that the responses provided could not be traced back to individual respondents. The questionnaire used generic demographic categories and avoided requesting specific personal details that could compromise anonymity. Additionally, data analysis and results discussion were conducted in a manner that ensured aggregated and anonymized findings, further safeguarding the identity of the respondents. The researchers implemented appropriate measures to maintain the anonymity of the participants throughout the survey process.

To uphold ethical standards, the researchers obtained informed consent from the respondents, which involved providing them with detailed information about the study's purpose, procedures, potential benefits, and confidentiality measures. The respondents had the right to withdraw from the study at any time without facing any repercussions. The researchers ensured that the respondents fully comprehended the information presented to them, addressing any questions or concerns they had before they voluntarily agreed to participate. Informed consent forms were provided to the respondents, allowing them to give explicit consent by signing the document, indicating their willingness to be part of the study.

### **Data Analysis**

The researchers used frequency and percentage in determining and analyzing the



Research Questions 1, which are, the demographic profile of the respondents in terms of sex and profession, and the underlying motives for millennial employees to use gadgets in the workplace in terms of completing work tasks, communication, and entertainment. A frequency distribution can display either the number of observations that fall into each range or the percentage of data that fall into each range (Statistics Canada, 2021). Further, Mastin (2020) stated that in statistics, frequency of an event is defined as the number of times the observation occurred in an experiment or study. On the other hand, the sign for percentage is %, which simply indicates "per hundred". By multiplying the total or whole number by 100, one percent (or 1%) is equal to one hundredth of the total or whole (Statistics Canada, 2015).

To address the Research Questions 2 and 3, the mean was utilized in analyzing the level of influence of gadget use to Millennial employees in terms of completing work-related tasks, communication, and entertainment, and in interpreting the level of work values of Millennial employees in terms of extrinsic work values and intrinsic work values.

In analyzing and interpreting the data gathered on this Research Question 2, the level of influence of gadget use to Millennial employees in terms of completing work-related tasks, communication, and entertainment, the following gradation and interpretation was used.

**Table 1. Table Interpretation on the Level of Influence of Gadget Use**

| <b>Range of Means</b> | <b>Description</b>  | <b>Interpretation</b>   |
|-----------------------|---------------------|---|
| 4.21 - 5.00           | Very High Influence | This means that gadget use have a very high influence to Millennials in terms of:<br>(a) completing work-related tasks;<br>(b) communication; and<br>(c) entertainment. |
| 3.41 - 4.20           | High Influence      | This means that gadget use have a high  |

|             |                    |  |
|-------------|--------------------|--|
|             |                    | influence to Millennials in terms of:<br>(a) completing work-related tasks;<br>(b) communication; and<br>(c) entertainment.  |
| 2.61 - 3.40 | Average Influence  | This means that gadget use have an average influence to Millennials in terms of:<br>(a) completing work-related tasks;<br>(b) communication; and<br>(c) entertainment. |
| 1.81 - 2.60 | Low Influence      | This means that gadget use have a low influence to Millennials in terms of:<br>(a) completing work-related tasks;<br>(b) communication; and<br>(c) entertainment.      |
| 1.00 - 1.80 | Very Low Influence | This means that gadget use have a very low influence to Millennials in terms of:<br>(a) completing work-related tasks;<br>(b) communication; and<br>(c) entertainment. |

Meanwhile, in analyzing and interpreting the data gathered on the level of work values of Millennial employees in terms of extrinsic work values and intrinsic work values, the following gradation and interpretation was utilized.

**Table 2. Table Interpretation on the Level of Work Values of Millennial Employees**

| Range of Means | Description     | Interpretation  |
|----------------|-----------------|---|
| 4.21 - 5.00    | Very High Level | This means that Millennial employees have a very high level of work values in terms of:<br>(a) extrinsic work values; and<br>(b) intrinsic work values. |
| 3.41 - 4.20    | High Level      | This means that Millennial employees have a high level of work values in terms of:<br>(a) extrinsic work values; and<br>(b) intrinsic work values.      |
| 2.61 - 3.40    | Average Level   | This means that Millennial employees have an average level of work values in  |

|             |                |  |
|-------------|----------------|--|
|             |                | terms of:<br>(a) extrinsic work values; and<br>(b) intrinsic work values.  |
| 1.81 - 2.60 | Low Level      | This means that Millennial employees have a low level of work values in terms of:<br>(a) extrinsic work values; and<br>(b) intrinsic work values.      |
| 1.00 - 1.80 | Very Low Level | This means that Millennial employees have a very low level of work values in terms of:<br>(a) extrinsic work values; and<br>(b) intrinsic work values. |

To address research question #4 pertaining to the relationship between the influence of gadget use to the work values of millennial employees, the researchers of this study used Pearson r. As explained by Kenton (2021), the Pearson coefficient is a correlation coefficient that quantifies the relationship between two variables measured on the same interval or ratio scale, indicating the strength of their association. A correlation coefficient of zero indicates no relationship between the variables, while a coefficient of 1 signifies a positive increase in one variable corresponding to a positive increase of a fixed proportion in the other. On the other hand, a coefficient of -1 suggests that a positive increase in one variable corresponds to a negative decrease of a fixed proportion in the other (“Correlation Coefficient: Simple Definition, Formula, Easy Calculation Steps,” 2023).

The following tables of categorization was used in interpreting the value of the Pearson correlation coefficient (r).

**Table 3. Table of the Quantitative Interpretation of the Degree of Relationship of Pearson Correlation Coefficient**

| <b>R</b>   | <b>Descriptive Level</b> |
|------------|--------------------------|
| $\pm 1.00$ | Perfect Correlation      |

|                                  |   |
|----------------------------------|---|
| between $\pm 0.75$ to $\pm 0.99$ | High Positive (Negative) Correlation            |
| between $\pm 0.51$ to $\pm 0.74$ | Moderately High Positive (Negative) Correlation |
| between $\pm 0.31$ to $\pm 0.50$ | Moderately Low Positive (Negative) Correlation  |
| between $\pm 0.01$ to $\pm 0.30$ | Low Positive (Negative) Correlation             |
| 0.00                             | No Correlation                                  |

### Chapter 3 RESULTS AND DISCUSSION

This chapter provides an overview of the presentation, tabulation, analysis, and interpretation of the data collected during the course of this investigation. The organization of the presentation follows the sequence outlined in the Statements of the Problem as presented in Chapter 1.

**Research Question #1:** *What is the demographic profile of Millennial employees in terms of sex, birthyear, and profession?*

**Table 4: Demographic Profile of Respondents in terms of Sex, Birthyear, and Profession**

|                   | Valid               | Frequency  | Percent     |
|-------------------|---------------------|------------|-------------|
| <b>Sex</b>        | Female              | 78         | 68.42%      |
|                   | Male                | 36         | 31.58%      |
|                   | <b>TOTAL</b>        | <b>114</b> | <b>100%</b> |
|                   |                     |            |             |
| <b>Birthyear</b>  | 1981-1985           | 42         | 36.84%      |
|                   | 1986-1990           | 26         | 22.81%      |
|                   | 1991-1996           | 46         | 40.35%      |
|                   | <b>TOTAL</b>        | <b>114</b> | <b>100%</b> |
| <b>Profession</b> | Sales and Marketing | 46         | 40.35%      |
|                   | Professionals       |            |             |
|                   | Education           | 68         | 59.65%      |
|                   | Professionals       |            |             |
|                   | <b>TOTAL</b>        | <b>114</b> | <b>100%</b> |

Table 4 shows the demographic breakdown of 114 respondents by sex, birth year, and profession. Among them, 68.42% (78) were female and 31.58% (36) were male,

indicating a higher proportion of female employees among Millennials. Regarding the birthyear, Millennials born between 1991 and 1996 constituted the largest group with 40.35% (46), followed by those born between 1981 and 1985, 36.84 (42), and between 1986 and 1990, 22.81% (26). In terms of profession, Education Professionals comprised the majority of respondents 59.65% (68), while Sales and Marketing Professionals had the fewest 40.35% (46).

The demographic profile of the respondents, particularly in terms of sex, aligns with the findings of Partridge (2015), which stated that female Millennials constitute a significant proportion of the current workforce. The findings highlight that female participation in the workforce is not only substantial but also pivotal in shaping modern workplace dynamics. This demographic shift brings forth unique perspectives and skills, contributing to diverse and inclusive work environments.

Regarding birth year, studies show varying perspectives on the productivity of younger versus older workers. In parallel with the study of Viviani et al. (2021), the findings based on birthyear the millennial employees born between 1991 and 1996 with 40.35% are the most productive, while 22.81% favor those born from 1986 to 1990. On the other hand, 36.84% think that older workers born between 1981 and 1985 are more productive. Supporting this, a study by Munir and Siddiqui (2023) suggests that younger workers are more comfortable with rapid technological changes, potentially giving them an edge in productivity.

In terms of profession, Millennials are increasingly using gadgets in education to enhance the learning experience. The findings show the number of teachers utilizing gadgets to increase student engagement and enable better lesson planning. The availability

of gadgets opens up new avenues for learning, providing access to a vast world beyond the classroom environment (Bayanova et al., 2019). Moreover, the findings recommend increased recruitment of Millennials in the sales and marketing for their innovation and rapid idea generation, enhancing industry performance. The tech proficiency of millennials drives introduction of new products and services, while their use of advanced technology boosts existing businesses (Njenga, Gichuhi & Koome, 2021).

**Research Question #2:** *What is the level of influence of gadget use of Millennial employees in terms of completing work tasks, communication, and entertainment?*

**Table 5: Level of Influence of Gadget Use of Millennial Employees in terms of Completing Work Tasks, Communication, and Entertainment**

| Indicators            | Mean | Interpretation      |
|-----------------------|------|---------------------|
| Completing Work Tasks | 4.36 | Very High Influence |
| Communication         | 4.43 | Very High Influence |
| Entertainment         | 4.0  | High Influence      |
| Overall Mean          | 4.26 | Very High Influence |

Table 5 illustrates the influence of gadget use on millennial employees' work values across three key areas: completing work tasks, communication, and entertainment. For completing work tasks, millennial employees reported a very high influence, scoring a mean of 4.36. This indicates that gadgets significantly aid in task efficiency and productivity. Regarding communication, gadgets also received a very high influence rating, with a mean score of 4.43, emphasizing their importance in facilitating effective communication channels among employees. However, in terms of entertainment, while gadgets still hold a high influence with a mean score of 4.0, there's a reminder to balance

leisure activities with work responsibilities to maintain overall productivity and focus. With the overall mean 4.26 interpreted as very high influence, this suggests that gadgets provide opportunities for completing work tasks, communication, and entertainment in the workplace.

The findings regarding the first indicator, completing work tasks, align with research conducted by Gayan (2023) and Angshuman (2022). Both studies emphasize the positive impact of integrating gadgets into the workplace. According to the results of the study, the use of gadgets allows employees to automate and streamline work processes, leading to more efficient task completion, which is interpreted as having a very high influence. Supporting this perspective, a study by Sintellyapp (2021) reveals that the combination of gadgets and internet connectivity enables employees to work flexibly from any location. This flexibility eliminates temporal and spatial constraints, allowing employees to complete tasks comfortably at their own pace.

The findings regarding the second indicator, communication, present a contrast to the conclusions drawn in the article authored by Kurniatri, Zaim, Jufrizal, and Jufri (2020). The article highlights that relying on gadgets for communication can lead to information overload and distractions for employees due to constant accessibility and notifications. Moreover, the widespread use of gadgets may erode traditional communication methods, posing a potential risk to interpersonal relationships and workplace collaboration. However, the findings of the study emphasize a very high influence, suggesting that gadgets are beneficial for facilitating easy communication within the workplace.

The findings from the third indicator align with surveys conducted by PwC (2015) and the Pew Research Center (2015). These surveys indicate that a significant number of



Millennial employees, with an average score of 4.0, find high influence in using gadgets for personal entertainment in the workplace. Supporting this, an article by Smith and Anderson (2019) highlights that Millennials are drawn to gadgets for entertainment due to their convenience, portability, and flexibility. These features allow employees to indulge in short bursts of entertainment during breaks and downtimes, enhancing their overall satisfaction and productivity at work.

**Research Question # 3:** *What is the level of work values of Millennial employees in terms of extrinsic work values and intrinsic work values?*

**Table 6. Level of Work Values of Millennial Employees in terms of Extrinsic Work Values and Intrinsic Work Values**

| Indicators            | Mean | Interpretation  |
|-----------------------|------|-----------------|
| Extrinsic Work Values | 4.11 | High Level      |
| Intrinsic Work Values | 4.37 | Very High Level |
| Overall Mean          | 4.24 | Very High Level |

Table 6 displays the level of work values of Millennial employees categorized into extrinsic and intrinsic factors. For extrinsic work values, respondents attained a mean score of 4.11 which corresponds to a high level, while for intrinsic work values, the mean score was 4.37 which corresponds to a very high level. Although, the Intrinsic Work Values accumulated a higher mean than the Extrinsic work values, with the overall mean 4.24 indicate that both indicators correspond to very high influence.

The results on extrinsic work values are consistent with the study conducted by the Indeed Editorial Team (2022). The findings interpret a very high level, which are viewed as external rewards stemming from effective communication, empathy, and active listening. Additionally, the potential for future salary increases serves as an external

incentive within the work environment. This encourages employees to see opportunities for professional growth and motivates them to actively engage in entry-level positions to gain valuable experience for career advancement. By offering these external incentives, employers can effectively inspire dedication and commitment among employees, even when facing challenges or a lack of interest in their work, as noted by Cherry (2022).

The results regarding intrinsic work values are consistent with the insights provided by Borgohain (2023). Intrinsic work values are identified as a powerful motivator, driving individuals to approach tasks with enthusiasm and vigor. This motivation stems from active participation and engagement, leading to personal satisfaction fueled by a sense of purpose. The high level of intrinsic work values creates a notable gap compared to extrinsic work values. Unlike extrinsic values, which are influenced by external factors, intrinsic work values operate independently and draw sustenance from within the individual. Rooted deeply in a sense of achievement and the inherent joy of meaningful work, intrinsic motivation remains resilient and is not easily affected by external circumstances. As individuals tap into this intrinsic drive, they experience profound personal fulfillment through the completion of tasks, highlighting the inherent rewards of engaging in meaningful work.

**Research Question #4:** *Is there a significant relationship between the influence of gadget use to the work values of Millennial employees?*

**Table 7: The Relationship between the Influence of Gadget Use to the Work Values of Millennial Employees**

| Variables               | r value | p value | Interpretation            |
|-------------------------|---------|---------|---------------------------|
| Influence of Gadget Use | 0.783   | < 0.001 | High Positive Correlation |

|             |  |  |  |
|-------------|--|--|--|
| Work Values |  |  |  |
|-------------|--|--|--|

Table 7 shows the relationship between the influence of gadget use to the work values of millennial employees. As can be seen in the table, the correlation values for the influence of gadget use on the work values of the millennial employees is 0.783 with a corresponding p-value of .001. The results imply that there is a relationship between the influence of gadget use to the work values of millennial employees and that it can be interpreted as a moderate high positive correlation. Although none of the results showed a perfect correlation, all the positive correlation values still imply that the graph is going upward, hence the said interpretation. In simple terms, this means that the higher the influence of gadget use on the respondents, the higher the possibility of influencing their work values.

The influence of gadget use on the work values of Millennial employees is essential, as the integration of gadgets in the workplace is acknowledged as a catalyst for enhancing efficiency and productivity. As technology constantly evolves, businesses are reaping numerous benefits from the plethora of tools and solutions available that streamline operations and increase efficiency. Research by Edmond (2020) highlights that organizations can improve morale and engagement by integrating gadgets enabling seamless communication. These technological advancements provide the necessary structure and organization for a successful project execution. As technological innovations reshape the realm of possibilities, it becomes crucial for businesses to prioritize investments in gadgets that deliver substantial value to both the organization and its employees (ITechGurus Education Solutions, 2022).

## **Chapter 4**

### **CONCLUSIONS AND RECOMMENDATIONS**

This chapter presents the conclusion drawn from the study's findings, along with the recommendations generated based on those findings.

#### **Conclusions**

After analyzing the data collected, the study's results revealed that there are more female Millennial employees compared to male, and that Millennial employees are on the younger groups as majority of the respondents are born between 1991 to 1996 compared to 1981 to 1985 and 1986 to 1990. The results of the study also revealed that gadget use has a considerable influence to the work values of Millennial employees. Specifically, the results indicate that gadget use exerts a substantial influence on various aspects of their work values. Notably, the influence of gadget use on Millennial employees is particularly pronounced in terms of completing work tasks and communication, where it registers a remarkably high level of influence. This suggests that Millennial employees heavily rely on gadgets to facilitate the efficient completion of tasks and seamless communication in the workplace. Meanwhile, in terms of entertainment, it was found to have a high influence indicating that Millennial employees perceive gadgets as integral to leisure activities and downtime. On the other hand, the study found that both extrinsic and intrinsic work values among Millennial employees were rated highly, with extrinsic work values receiving a high level and intrinsic work values being regarded as very high level. This suggests that Millennial employees place significant emphasis on both external rewards and internal motivation in their professional lives. In addition, the results from the study revealed that there is a high positive correlation between the two variables which suggests that as gadgets are utilized in the workplace there is a high likelihood that it will influence the work values

of Millennial employees. Therefore, the alternative hypothesis is accepted, and the null hypothesis is rejected

### **Recommendations**

Drawing from the findings generated in this study, it is evident that a significant relationship exists between the influence of gadget use and the work values of Millennial employees. In light of these findings, several recommendations are proposed to effectively navigate and capitalize on this relationship:

Organizations and employers may actively embrace and leverage gadgets within the workplace to support and enhance the work values of Millennial employees. This may include investing in digital tools and platforms that facilitate seamless communication, collaboration, and task management. They may also conduct programs and seminars that may help their employees improve their knowledge and understanding with regards to the influence of gadget use in the work values. To ensure the program's effectiveness, they may invest in competent instructors. They may partner with trusted training providers or use experts within your organization to conduct sessions.

Human Resource Management may implement policies that allow the Millennial Employees to utilize gadget for work related task, communication and entertainment. They may provide guidelines on when and how gadgets can be utilized effectively to balance productivity and engagement. They may also offer training sessions or workshops aimed at improving the skills of millennial employees in utilizing different gadgets and digital tools for their work. This training may cover topics such as productivity applications and platforms for collaboration. They may as well recognize and reward millennial employees who demonstrate effective and innovative use of

gadgets to boost productivity, completing work related task, intrinsic work values and extrinsic work values.

Lastly, future researchers are encouraged to delve deeper into the dynamics of gadget use and its influence on the work values of Millennial employees. This could involve conducting longitudinal studies to track changes in gadget usage patterns and corresponding shifts in work values over time, as well as exploring the intersectionality of demographic factors such as age, gender, and profession in shaping these relationships. Additionally, further investigation into the specific types of gadgets and digital technologies utilized by Millennials, as well as their varying degrees of influence on different aspects of work values, would provide valuable insights for organizations seeking to optimize their technology strategies. Moreover, qualitative research methods, such as interviews and focus groups, could be employed to gain a more in-depth understanding of the underlying motivations, perceptions, and experiences driving Millennials' gadget use and its influence on their work values. By expanding the scope and depth of research in this area, future researchers can contribute to a more comprehensive understanding of the complex interplay between gadgets and work values in the modern workplace.

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## Appendix 1: letter for Permission



**HOLY CROSS COLLEGE OF CALINAN, INC**  
**Davao- Bukidnon Highway, Calinan Poblacion, Davao City**

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January 12, 2024

Sr. Cherie Eloisa L. Garrote, PM  
School President  
Holy Cross College of Calinan, Inc.

Dear Sister,

Greetings of peace and solidarity!

We are writing this letter to inform you that we will be conducting a research study entitled: **THE RELATIONSHIP OF THE INFLUENCE OF GADGET USE TO THE WORK VALUES OF MILLENNIAL EMPLOYEES** as the major requirement in our Practical Research 1 and 2. The objective of our study is to determine the correlation between the influence of gadget use to the work values among Millennial employees. Questionnaires will be used to gather data from the employees coming from different establishments in Calinan, Davao City. The result of the study will be part of our contribution to improve the work values of the Millennial employees and give insights to employers that would help them improve their employees' organizational performance.

In line of this, we would like to ask permission to conduct data gathering inside the school and administer survey questionnaires to the teachers and staffs of Holy Cross College of Calinan, Inc.

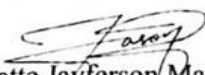
Participation in this study is completely voluntary, therefore, participants are free to withdraw from the study at any time without moral obligation to the researcher and to the school. Further the participants have the right to verify the data to be included in the final manuscript.

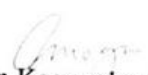
Should you wish to know more about the study, please feel free to contact:


**Matte Jayferson M. Manon-og at [mattemanon0g@gmail.com](mailto:mattemanon0g@gmail.com) or 09106156655**


Thank you very much.

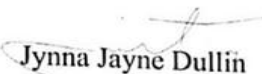
Very truly yours,

  
Matte Jayferson Manon-og  
Researcher


  
Megan Kassandra Gigawin  
Researcher

  
Imae Sumague  
Researcher

  
Gleenda Mañumot  
Researcher

  
Jynna Jayne Dullin  
Researcher

Noted by:

  
**Ms. Cherry Rose Tacay**  
Research Adviser

Approved by:

  
**Sr. Cherie Eloisa L. Garrote, PM**  
School President

#### **Complaints about this research:**

The Holy Cross College of Calinan requires that all the participants are informed and if they have complaints regarding the manner in which the research is conducted, it may be given to the researcher, or if an independent person is preferred, to the Research and Publication Head, Research Office, Holy Cross College of Calinan with the following numbers: 295-0797 or 09491985644.



## Appendix 2: Letter to the Validator



**HOLY CROSS COLLEGE OF CALINAN, INC**  
**Davao- Bukidnon Highway, Calinan Poblacion, Davao City**

---

December 15, 2023

Ms. Rialyn V. Baguio  
 Mathematics Teacher  
 Holy Cross College of Calinan, Inc.

Dear Ms. Baguio

Greetings of peace and solidarity!

We, Manon-og, Matte Jayferson, Gigawin, Megan Kassandra, Sumague, Imae, Mahumot, Gleenda, and Dullin, Jynna Jayne, enrolled in the class of 12 Our Lady of the Assumption and conducting a research entitled: **THE RELATIONSHIP OF THE INFLUENCE OF GADGET USE TO THE WORK VALUES OF MILLENNIAL EMPLOYEES**. This study aims to know the correlation between the influence of gadget use to the work values among Millennial employees and will attempt to gather the responses from the respondents toward the following questions:

1. What is demographic profile of Millennial employees in terms of:
  - 1.1 sex;
  - 1.2 birthyear; and
  - 1.3 profession?
2. What is the level of influence of gadget use of Millennials in terms of:
  - 2.1 completing work tasks;
  - 2.2 communication; and
  - 2.3 entertainment?
3. What is the level of work values of Millennials in terms of:
  - 3.1 extrinsic work values; and
  - 3.2 intrinsic work values?
4. Is there a significant relationship between the influence of gadget use to the work values of Millennial employees?

May we request your kind assistance in validating the questionnaire of the research study. Would you please fill out the attached validation sheet and give suggestions/comments for the improvement of our questionnaire.


Should you wish to know more about the study, please feel free to contact:


**Manon-og, Matte Jayferson at [mattemanonog@gmail.com](mailto:mattemanonog@gmail.com) or 09106156655**

Thank you very much for your help.

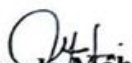


Very truly yours,

  
**Matte Jayferson Manon-og**  
Researcher


  
**Megan Kassandra Gigawin**  
Researcher

  
**Imae Sumague**  
Researcher

  
**Gleenda Mahumot**  
Researcher

  
**Jynna Jayne Dullin**  
Researcher

Noted by:

  
**Ms. Cherry Rose Tacy**  
Research Adviser

Approved By:

**Ms. Rialyn V. Baguio**  
Panelist

## Appendix 3: Validation Sheet



### Holy Cross College of Calinan, INC

Davao-Bukidnon Highway, Calinan, Davao City

#### Research Assessment Tool and Validation Sheet

Name of Evaluator : Rialyn V. Baguid  
 Degree : BSED - Math  
 Position : Math Teacher  
 Institution : Holy Cross College of Calinan, Inc.

To the Evaluator: Please check the appropriate box for your ratings.

POINT EQUIVALENT: 1 – Poor      3 – Good      5 - Excellent  
 2 - Fair      4 – Very Good

| Criteria/ Indicators |  | 1 | 2 | 3 | 4 | 5 |
|----------------------|--|---|---|---|---|---|
| 1                    | <b>CLARITY OF DIRECTIONS AND ITEMS</b><br>The vocabulary level, language structure and conceptual level of questions suit to level of respondents. The test directions and items are written in clear and understandable manner. |   |   |   | / |   |
| 2                    | <b>PRESENTATION/ ORGANIZATION OF ITEMS</b><br>The items are presented and organized in logical manner.   |   |   | . | / |   |
| 3                    | <b>SUITABILITY OF ITEMS</b><br>The items appropriately represent the substance of the research. The questions are designed to determine the condition, knowledge, perception and attitudes that are supposed to be measured.     |   |   | / |   |   |
| 4                    | <b>ADEQUATENESS OF ITEMS PER CATEGORY</b><br>The items represent the coverage of the research adequately. The number of questions per area category is representative enough of all the question needed for the research.        |   |   | / |   |   |
| 5                    | <b>ATTAINMENT OF PURPOSE</b><br>The instrument as a whole fulfills the objectives for which it was constructed.  |   |   | / |   |   |
| 6                    | <b>OBJECTIVE</b><br>Each item question requires only one specific answer or measure only one behavior and no aspect of questionnaire suggest bias on the part of the researcher.   |   |   | / |   |   |
| 7                    | <b>SCALE AND EVALUATION RATING SYSTEM</b><br>The scale adapted is appropriate for the items.   |   |   | / |   |   |

Comments and Suggestions: \_\_\_\_\_

  
 Signature Evaluator

## Appendix 4: Informed Consent



**HOLY CROSS COLLEGE OF CALINAN, INC**  
**Davao- Bukidnon Highway, Calinan Poblacion, Davao City**

**THE RELATIONSHIP OF THE INFLUENCE OF GADGET USE  
 TO THE WORK VALUES OF MILLENNIAL EMPLOYEES**

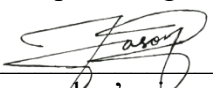
I, \_\_\_\_\_, agree to participate in the study in which purpose is to know the relationship between the influence of gadget use to the work values of millennial employees. I am fully aware that the study will be conducted by Manon-og, Matte Jayferson M., Gigawin, Megan Kassandra, Sumague, Imae E., Mahumot, Gleenda, and Dullin, Jynna Jayne and will be supervised by Ms. Cherry Rose Tacay, their research adviser.

Before the onset of the study, the researchers explained to me the nature and extent of my involvement in this project. Also, during the orientation, participants were informed of the following:

- a. that there are no known risks in our participation;
- b. that my participation will involve responding to a researcher-made questionnaire about the relationship of the influence gadget use to my work values;
- c. that the information they obtained from me will be kept confidential and that only them and their research adviser will have access on it; and
- d. that my name and the organization where I am connected will never be mentioned in the final report.

In this study, my participation is entirely voluntary, and I am free to withdraw at any time without affecting my relationship with the researchers and Holy Cross College of Calinan. For possible queries and complaints regarding the conduct of the study, contact details of the researchers and their adviser, Ms. Cherry Rose Tacay are provided.

Participant's signature

  
 \_\_\_\_\_  
 Researcher's signature

Date

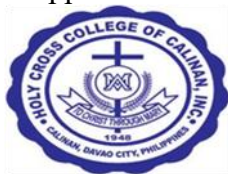
January 6, 2024

Date

**Complaints about this research:**

This project has been approved by their research adviser. Should you have concerns about your rights as a participant in this research, or should you have a complaint about the manner in which the research is conducted, please feel free to contact Ms. Cherry Rose Tacay through her number 09516693999 or email her at [rosecherry.tacay@gmail.com](mailto:rosecherry.tacay@gmail.com). Alternatively, you can direct your queries to the school's Research and Publication Officer through number: 2950797.

## Appendix 5: Survey Questionnaire



**HOLY CROSS COLLEGE OF CALINAN, INC**  
**Davao- Bukidnon Highway, Calinan Poblacion, Davao City**

### **SURVEY QUESTIONNAIRE**

#### **THE RELATIONSHIP OF THE INFLUENCE OF GADGET USE TO THE WORK VALUES OF MILLENNIAL EMPLOYEES**

We are carrying out an evaluation of the relationship of the influence of gadget use to the work values of millennial employees. Your response to this survey is crucial in providing the necessary information.

If you have any queries about the questionnaire, please do not hesitate to approach any of the researchers. Your honest and sincere response and the time given to answer the evaluation is greatly appreciated.

**Thank you very much for your cooperation.**

Instruction: Please check or supply the information needed in the space provided.

Name (Optional) \_\_\_\_\_

#### **Part I. Demographic Profile**

1. Sex

☐ Male      ☐ Female

2. Birthyear

☐ 1981-1985    ☐ 1986-1990    ☐ 1991-1996

3. Profession

☐ Technical/IT Professionals    ☐ Sales and Marketing Professionals

☐ Healthcare Professionals    ☐ Financial Professionals

☐ Creative and Design Professionals    ☐ Education Professionals

☐ Business and Management Professionals

[ ] Legal Professionals      [ ] Engineering and Technical Specialists  
 [ ] Public Sector Professionals [ ] others, please specify: \_\_\_\_\_

## Part II. What is the level of influence of Gadget Use among Millennial Employees

Part 2.1: What is the level of influence of gadget use among Millennial employees in terms of:

Evaluate the following statements about your motives of using gadgets in the workplace. Check the box of the response that best describe your evaluation with the following scales:

1 = Strongly Disagree    2 = Disagree    3 = Neutral    4 = Agree    5 = Strongly Agree

| <b>A. Completing Work-related Tasks</b> |  | 1 | 2 | 3 | 4 | 5 |
|---|--|---|---|---|---|---|
| The use of gadgets...                   |  |   |   |   |   |   |
| 1                                       | enhances my ability to access and utilize work-related apps and software, allowing me to complete tasks more efficiently.  |   |   |   |   |   |
| 2                                       | enables me to access and retrieve important work-related information and resources conveniently and quickly.   |   |   |   |   |   |
| 3                                       | facilitates my organization and management of work schedules, tasks, and deadlines, promoting enhanced time management and productivity.   |   |   |   |   |   |
| 4                                       | eradicates temporal and spatial constraints, granting me the freedom to engage in flexible work arrangements and complete work-related tasks from any location and at any time.            |   |   |   |   |   |
| 5                                       | empowers me to manage my work schedule and deadlines, ensuring that tasks are completed on time.   |   |   |   |   |   |
| <b>B. Communication</b>                 |  | 1 | 2 | 3 | 4 | 5 |
| The use of gadgets...                   |  |   |   |   |   |   |
| 1                                       | has become essential for collaboration and communication, as they provide convenient and efficient means to connect with colleagues, share information, and engage in collaborative tasks. |   |   |   |   |   |
| 2                                       | allows me to quickly respond to work-related messages and emails, ensuring efficient and timely communication.   |   |   |   |   |   |
| 3                                       | allows me to access digital collaboration platforms, promoting knowledge sharing and cross-functional communication.   |   |   |   |   |   |

|  |  |   |   |   |   |   |
|--|--|---|---|---|---|---|
| 4  | allows me to share updates and progress with supervisors and team members, ensuring transparency and accountability.   |   |   |   |   |   |
| 5  | enables me to provide timely and constructive feedback to colleagues and receive feedback from them.   |   |   |   |   |   |
| <b>C. Entertainment</b><br>The use of gadgets... |  | 1 | 2 | 3 | 4 | 5 |
| 1  | has offered me convenient access to entertainment options during work hours, enabling me to take brief breaks and engage in activities that promote relaxation and rejuvenation. |   |   |   |   |   |
| 2  | allows me to unwind and relax by watching movies, TV shows, or online videos during my leisure time.   |   |   |   |   |   |
| 3  | in the workplace allows me to play games, providing a fun and engaging way to unwind and relieve stress.   |   |   |   |   |   |
| 4  | in the workplace allows me to personalize my entertainment experiences, tailoring them to my specific interests and preferences.   |   |   |   |   |   |
| 5  | allows me to access audiobooks and podcasts on various topics, allowing me to engage in personal growth and lifelong learning during work breaks.                                |   |   |   |   |   |

### Part III. What is the Level of Work Values of Millennial Employees

Part 3.1: What is the level of work values of Millennial employees in terms of:

Evaluate the following statements about your motives of using gadgets in the workplace. Check the box of the response that best describe your evaluation with the following scales:

1 = Strongly Disagree    2 = Disagree    3 = Neutral    4 = Agree    5 = Strongly Agree

|  |   |   |   |   |   |   |
|--|---|---|---|---|---|---|
| <b>A. Extrinsic Work Values</b><br>The use of gadgets... |   | 1 | 2 | 3 | 4 | 5 |
| 1  | enhances the accomplishment of tasks, that would allow me to secure my regular, monthly, or annual salary.  |   |   |   |   |   |
| 2  | aligns with the external reward for my promotion who exhibit dedication, deliver high-quality work, and nurture long-term roles, fostering positive relationships within the company. |   |   |   |   |   |
| 3  | highlights the potential for future salary increases as an external incentive in the work environment, which motivates me to perceive opportunities for professional growth and       |   |   |   |   |   |

|                                 |  |   |   |   |   |   |
|---------------------------------|--|---|---|---|---|---|
|                                 | actively engage in entry-level positions to gain valuable experience supporting my career advancement.   |   |   |   |   |   |
| 4                               | coupled with external rewards like bonuses, commissions, or prizes, proves to be an effective strategy to generate interest and encourage optimal performance. |   |   |   |   |   |
| 5                               | underscores my significant value on rewards that grant me autonomy over my work schedule and provide opportunities to pursue personal interests.               |   |   |   |   |   |
| <b>B. Intrinsic Work Values</b> |  | 1 | 2 | 3 | 4 | 5 |
| The use of gadgets...           |  |   |   |   |   |   |
| 1                               | empowers me to efficiently fulfill the various tasks and duties inherent in my job.  |   |   |   |   |   |
| 2                               | encourages creativity by providing platforms and resources that stimulate innovative thinking and problem-solving.   |   |   |   |   |   |
| 3                               | serves to make my work not only easier but also more engaging.   |   |   |   |   |   |
| 4                               | allows me to learn new knowledge and acquire new skills.   |   |   |   |   |   |
| 5                               | plays a significant role in influencing my perspective on opportunities for career advancement and personal growth.  |   |   |   |   |   |

**THANK YOU...**

## Appendix 6: Raw Data

| Respondents | A. Completing Work-related Task |    |    |    |    | B. Communication |    |    |    |    | C. Entertainment |    |    |    |    | A. Extrinsic Work Values |    |    |    |    | B. Intrinsic Work Values |    |    |    |    |
|-------------|---------------------------------|----|----|----|----|------------------|----|----|----|----|------------------|----|----|----|----|--------------------------|----|----|----|----|--------------------------|----|----|----|----|
|             | S1                              | S2 | S3 | S4 | S5 | S1               | S2 | S3 | S4 | S5 | S1               | S2 | S3 | S4 | S5 | S1                       | S2 | S3 | S4 | S5 | S1                       | S2 | S3 | S4 | S5 |
| 1           | 3                               | 3  | 3  | 3  | 3  | 3                | 3  | 3  | 3  | 3  | 3                | 3  | 3  | 3  | 3  | 3                        | 3  | 3  | 3  | 3  | 3                        | 3  | 3  | 3  | 3  |
| 2           | 3                               | 3  | 3  | 3  | 3  | 4                | 3  | 3  | 4  | 3  | 3                | 3  | 3  | 3  | 3  | 3                        | 3  | 3  | 3  | 3  | 4                        | 4  | 4  | 4  | 4  |
| 3           | 4                               | 3  | 3  | 3  | 4  | 4                | 4  | 3  | 3  | 3  | 3                | 3  | 4  | 3  | 4  | 3                        | 3  | 3  | 3  | 4  | 3                        | 3  | 3  | 3  | 3  |
| 4           | 5                               | 5  | 5  | 4  | 4  | 5                | 5  | 5  | 5  | 5  | 5                | 2  | 2  | 2  | 5  | 5                        | 5  | 5  | 5  | 4  | 4                        | 4  | 4  | 4  | 4  |
| 5           | 4                               | 4  | 4  | 4  | 4  | 4                | 4  | 4  | 4  | 4  | 4                | 4  | 4  | 4  | 4  | 4                        | 4  | 4  | 4  | 4  | 4                        | 4  | 4  | 4  | 4  |
| 6           | 4                               | 4  | 4  | 4  | 4  | 4                | 3  | 4  | 3  | 3  | 4                | 4  | 4  | 2  | 4  | 3                        | 3  | 4  | 4  | 4  | 3                        | 3  | 3  | 4  | 4  |
| 7           | 4                               | 4  | 4  | 4  | 3  | 4                | 5  | 5  | 4  | 4  | 4                | 4  | 4  | 2  | 4  | 4                        | 4  | 5  | 5  | 5  | 5                        | 5  | 5  | 5  | 5  |
| 8           | 5                               | 5  | 5  | 5  | 5  | 4                | 4  | 4  | 4  | 4  | 4                | 4  | 4  | 3  | 4  | 5                        | 5  | 5  | 5  | 5  | 5                        | 5  | 5  | 5  | 5  |
| 9           | 5                               | 4  | 5  | 4  | 5  | 5                | 5  | 5  | 4  | 4  | 4                | 4  | 1  | 4  | 5  | 5                        | 5  | 5  | 5  | 5  | 4                        | 4  | 4  | 5  | 5  |
| 10          | 5                               | 4  | 4  | 4  | 4  | 3                | 4  | 3  | 4  | 5  | 5                | 4  | 2  | 2  | 2  | 4                        | 4  | 4  | 4  | 5  | 4                        | 5  | 4  | 5  | 5  |
| 11          | 4                               | 5  | 5  | 5  | 5  | 4                | 4  | 4  | 4  | 4  | 5                | 4  | 5  | 5  | 5  | 4                        | 4  | 4  | 4  | 5  | 4                        | 5  | 5  | 5  | 5  |
| 12          | 5                               | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 5                | 5  | 1  | 1  | 1  | 5                        | 5  | 5  | 5  | 5  | 5                        | 5  | 5  | 5  | 5  |
| 13          | 5                               | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 5                | 4  | 4  | 4  | 4  | 4                        | 4  | 4  | 4  | 5  | 4                        | 4  | 4  | 5  | 5  |
| 14          | 4                               | 4  | 5  | 4  | 4  | 5                | 4  | 4  | 5  | 4  | 4                | 4  | 3  | 4  | 4  | 4                        | 4  | 3  | 3  | 3  | 5                        | 4  | 4  | 4  | 5  |
| 15          | 5                               | 5  | 4  | 5  | 4  | 4                | 5  | 5  | 5  | 5  | 5                | 4  | 4  | 4  | 4  | 4                        | 5  | 5  | 4  | 5  | 4                        | 4  | 5  | 5  | 5  |
| 16          | 5                               | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 5                        | 4  | 4  | 4  | 4  | 4                        | 4  | 4  | 5  | 4  |
| 17          | 5                               | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 5                        | 5  | 5  | 5  | 5  | 5                        | 5  | 5  | 5  | 5  |
| 18          | 3                               | 3  | 3  | 3  | 3  | 4                | 3  | 4  | 3  | 3  | 4                | 3  | 2  | 3  | 3  | 3                        | 3  | 4  | 3  | 3  | 4                        | 3  | 3  | 3  | 3  |
| 19          | 3                               | 3  | 3  | 3  | 3  | 3                | 3  | 4  | 3  | 3  | 4                | 3  | 3  | 3  | 3  | 3                        | 3  | 3  | 3  | 3  | 3                        | 3  | 3  | 3  | 3  |
| 20          | 4                               | 4  | 4  | 4  | 4  | 4                | 4  | 4  | 4  | 4  | 4                | 4  | 4  | 4  | 4  | 4                        | 4  | 4  | 4  | 4  | 4                        | 4  | 4  | 4  | 4  |
| 21          | 5                               | 4  | 4  | 4  | 4  | 4                | 4  | 4  | 4  | 4  | 4                | 4  | 4  | 3  | 4  | 4                        | 4  | 3  | 4  | 4  | 4                        | 5  | 5  | 5  | 5  |
| 22          | 4                               | 3  | 3  | 3  | 4  | 3                | 3  | 3  | 4  | 3  | 3                | 3  | 3  | 4  | 4  | 4                        | 4  | 4  | 4  | 4  | 3                        | 4  | 3  | 3  | 4  |
| 23          | 4                               | 4  | 4  | 3  | 4  | 4                | 4  | 4  | 4  | 4  | 4                | 4  | 4  | 4  | 4  | 4                        | 4  | 4  | 3  | 4  | 4                        | 4  | 4  | 4  | 4  |
| 24          | 4                               | 3  | 4  | 4  | 4  | 3                | 4  | 4  | 3  | 4  | 4                | 4  | 4  | 4  | 4  | 4                        | 4  | 4  | 4  | 4  | 4                        | 4  | 4  | 4  | 4  |
| 25          | 4                               | 4  | 5  | 4  | 4  | 4                | 4  | 5  | 4  | 5  | 5                | 5  | 4  | 4  | 4  | 4                        | 4  | 4  | 4  | 4  | 4                        | 4  | 5  | 5  | 5  |
| 26          | 5                               | 5  | 5  | 5  | 4  | 4                | 4  | 5  | 4  | 5  | 4                | 5  | 4  | 5  | 5  | 4                        | 4  | 5  | 4  | 5  | 4                        | 5  | 5  | 5  | 5  |
| 27          | 4                               | 2  | 4  | 5  | 4  | 5                | 4  | 3  | 5  | 4  | 4                | 4  | 4  | 4  | 4  | 5                        | 3  | 4  | 5  | 3  | 5                        | 5  | 5  | 5  | 5  |
| 28          | 5                               | 5  | 5  | 4  | 4  | 4                | 5  | 5  | 4  | 5  | 5                | 5  | 1  | 3  | 5  | 4                        | 3  | 3  | 4  | 4  | 3                        | 4  | 4  | 4  | 5  |
| 29          | 4                               | 4  | 5  | 4  | 5  | 3                | 4  | 5  | 4  | 4  | 4                | 5  | 5  | 5  | 4  | 3                        | 3  | 3  | 3  | 4  | 4                        | 3  | 3  | 3  | 3  |
| 30          | 3                               | 2  | 3  | 3  | 3  | 4                | 4  | 3  | 3  | 3  | 3                | 2  | 4  | 4  | 5  | 5                        | 4  | 4  | 4  | 4  | 3                        | 3  | 3  | 3  | 3  |
| 31          | 4                               | 4  | 3  | 4  | 5  | 3                | 4  | 4  | 3  | 4  | 3                | 4  | 4  | 5  | 4  | 3                        | 4  | 5  | 4  | 4  | 4                        | 4  | 5  | 4  | 4  |
| 32          | 3                               | 4  | 4  | 3  | 4  | 3                | 3  | 3  | 4  | 4  | 4                | 3  | 3  | 4  | 4  | 3                        | 3  | 3  | 3  | 3  | 3                        | 3  | 3  | 3  | 3  |
| 33          | 5                               | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 5                        | 5  | 5  | 5  | 5  | 5                        | 5  | 5  | 5  | 5  |
| 34          | 4                               | 4  | 4  | 3  | 3  | 3                | 3  | 4  | 4  | 4  | 3                | 4  | 4  | 3  | 3  | 3                        | 4  | 4  | 4  | 4  | 4                        | 3  | 3  | 4  | 4  |
| 35          | 5                               | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 4                        | 4  | 4  | 5  | 5  | 5                        | 5  | 5  | 5  | 5  |
| 36          | 5                               | 5  | 4  | 4  | 4  | 5                | 5  | 5  | 5  | 5  | 5                | 5  | 5  | 5  | 5  | 4                        | 4  | 4  | 5  | 4  | 5                        | 5  | 5  | 5  | 5  |



|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 37 | 4 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 |
| 38 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 3 | 1 | 3 |
| 39 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 |
| 40 | 1 | 2 | 1 | 2 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 |
| 41 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 |
| 42 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 |
| 43 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 46 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 48 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 1 | 1 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 |
| 49 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 |
| 50 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| 51 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 4 | 1 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 5 |
| 53 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 5 |
| 54 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 |
| 55 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 56 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 |
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| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 64 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 66 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 |
| 68 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 70 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 73 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 74 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 75 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
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| 77 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 78 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 79 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
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| 80  | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 81  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 82  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 83  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 |
| 84  | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 85  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 86  | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 87  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 88  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 89  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 90  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 91  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 92  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 93  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 |
| 94  | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 95  | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 96  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 97  | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 |
| 98  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 99  | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 100 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 101 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 102 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 103 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 104 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 |
| 105 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 |
| 106 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 |
| 107 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 108 | 2 | 1 | 1 | 1 | 2 | 5 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 2 | 3 | 2 | 2 | 3 | 2 |
| 109 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 2 |
| 110 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 111 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 112 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 113 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 114 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |

## Appendix 7: Tabulated Results

**Correlation**

Pearson's Correlations

| Variable |             | GU       | WV |
|----------|-------------|----------|----|
| 1. GU    | Pearson's r | —        |    |
|          | p-value     | —        |    |
| 2. WV    | Pearson's r | 0.783*** | —  |
|          | p-value     | < .001   | —  |

\* p &lt; .05, \*\* p &lt; .01, \*\*\* p &lt; .001

## Appendix 8: Editor's Certificate

**HOLY CROSS COLLEGE OF CALINAN, INC**

Davao- Bukidnon Highway, Calinan Poblacion, Davao City  
**RESEARCH AND PUBLICATION OFFICE**

**CERTIFICATION**

This is to certify that the research paper of **Matte Jayferson M. Manon-og, Megan Kassandra Gigawin, Imae E. Sumague, Gleenda M. Mahumot, and Jynna Jayne Dullin**, entitled **THE RELATIONSHIP OF THE INFLUENCE OF GADGET USE TO THE WORK VALUES OF MILLENNIAL EMPLOYEES** has undergone the editing process and been approved by the undersigned.

This certification is issued upon the request by the researcher on June 2025.

**MARILYN C. BRAGANZA, MA**  
Editor

## CURRICULUM VITAE

### PERSONAL INFORMATION

Name: Matte Jayferson M. Manon-og

Age: 18 years old

Date of Birth: September 28, 2005

Place of Birth: Davao City

Civil Status: Single

Citizenship: Filipino

Religion: Roman Catholic

Sex: Male

Father's Name: Jay Louel A. Manon-og

Occupation: Self-employed

Mother's Name: Marites M. Manon-og

Occupation: Teacher

Phone No.: 0993 834 6748

Email: mattemanonog@gmail.com



### EDUCATIONAL ATTAINMENT

|                    | School  | Year Graduated |
|--------------------|---|----------------|
| Elementary         | Calinan Central Elementary School                 | 2018           |
| Junior High School | Holy Cross College of Calinan, Inc.               | 2022           |
| Senior High School | Holy Cross College of Calinan, Inc.               | 2024           |
| Strand             | Science, Technology, Engineering, and Mathematics |                |

## CURRICULUM VITAE

### PERSONAL INFORMATION

|                 |                          |                               |
|-----------------|--------------------------|-------------------------------|
| Name:           | Megan Kassandra Gigawin  |                               |
| Age:            | 17 years old             |                               |
| Date of Birth:  | November 23, 2006        |                               |
| Place of Birth: | Davao City               |                               |
| Civil Status:   | Single                   |                               |
| Citizenship:    | Filipino                 |                               |
| Religion        | Roman Catholic           |                               |
| Sex:            | Female                   |                               |
| Father's Name:  | Sherwin B. Pagaran       | Occupation: Laborer           |
| Mother's Name:  | Marjoane A. Gigawin      | Occupation: Call Center Agent |
| Phone No.:      | 0951 886 3978            |                               |
| Email:          | megangigawin23@gmail.com |                               |



### EDUCATIONAL ATTAINMENT

|                    | School   | Year Graduated |
|--------------------|--|----------------|
| Elementary         | Amigo School of Calinan                          | 2012           |
|                    | Calinan Central Elementary School                | 2017           |
| Junior High School | Calinan National High School                     | 2022           |
|                    | Holy Cross College of Calinan, Inc.              | 2020           |
| Senior High School | Holy Cross College of Calinan, Inc.              | 2024           |
| Strand             | Science, Technology, Engineering and Mathematics |                |

## CURRICULUM VITAE

### PERSONAL INFORMATION

Name: Imae E. Sumague  
 Age: 18 years old  
 Date of Birth: November 06, 2005  
 Place of Birth: Davao City  
 Civil Status: Single  
 Citizenship: Filipino  
 Religion: Roman Catholic  
 Sex: Female  
 Father's Name: Salvador H. Sumague  
 Mother's Name: Dolly E. Sumague  
 Phone No.: 0946 561 1059  
 Email: imaesumague165@gmail.com



Occupation: Laborer

Occupation: Housewife

### EDUCATIONAL ATTAINMENT

|                    | School   | Year Graduated |
|--------------------|--|----------------|
| Elementary         | Los Amigos Elementary School                     | 2018           |
| Junior High School | Los Amigos National High School                  | 2022           |
| Senior High School | Holy Cross College of Calinan, Inc.              | 2024           |
| Strand             | Science, Technology, Engineering and Mathematics |                |

## CURRICULUM VITAE

### PERSONAL INFORMATION

|                 |                                |                       |
|-----------------|--------------------------------|-----------------------|
| Name:           | Gleenda Mitchao Mahumot        |                       |
| Age:            | 18 years old                   |                       |
| Date of Birth:  | September 13, 2005             |                       |
| Place of Birth: | Ala, Esperanza, Sultan Kudarat |                       |
| Civil Status:   | Single                         |                       |
| Citizenship:    | Filipino                       |                       |
| Religion        | Roman Catholic                 |                       |
| Sex:            | Female                         |                       |
| Father's Name:  | Glenn Ephraim M. Mahumot       | Occupation: Driver    |
| Mother's Name:  | Rhonda M. Mahumot              | Occupation: Caregiver |
| Phone No.:      | 09305003596                    |                       |
| Email:          | mahumotgleenda@gmail.com       |                       |



### EDUCATIONAL ATTAINMENT

|                    | School   | Year Graduated |
|--------------------|--|----------------|
| Elementary         | Baguio Central Elementary School                 | 2018           |
| Junior High School | Baguio National School of Arts and Trades        | 2022           |
| Senior High School | Holy Cross College of Calinan, Inc.              | 2024           |
| Strand             | Science, Technology, Engineering and Mathematics |                |



## CURRICULUM VITAE

### PERSONAL INFORMATION

|                 |  |                           |
|-----------------|--|---------------------------|
| Name:           | Jynna Jayne J. Dullin.                                 |                           |
| Age:            | 18 years old   |                           |
| Date of Birth:  | November 04, 2005                                      |                           |
| Place of Birth: | Carupay katipunan,<br>Zamboanga del Norte, Philippines |                           |
| Civil Status:   | Single   |                           |
| Citizenship:    | Filipino   |                           |
| Religion        | Born again   |                           |
| Sex:            | Female   |                           |
| Father's Name:  | Wilfredo B. Dullin                                     | Occupation: Self Employed |
| Mother's Name:  | Jenelita J. Dullin                                     | Occupation: Housewife     |
| Phone No.:      | 0992 266 2301  |                           |
| Email:          | jynnajaynedullin@gmail.com                             |                           |



### EDUCATIONAL ATTAINMENT

|                    | School   | Year Graduated |
|--------------------|--|----------------|
| Elementary         | Katipunan Sinacaban Misamis Occidental           | 2013           |
|                    | Carupay Elementary School                        | 2015           |
|                    | Putatan Muntinlupa Elementary School             | 2016           |
|                    | Poblacion Elementary School                      | 2018           |
| Junior High School | Poblacion National High School                   | 2022           |
| Senior High School | Holy Cross College of Calinan, Inc.              | 2024           |
| Strand             | Science, Technology, Engineering and Mathematics |                |

