

# **CHAPTER I**

## **THE PROBLEM AND ITS BACKGROUND**

### **Introduction**

This research paper estimates the impact of employment on the academic performance of Grade 11 Phinma Upang college Urdaneta students. Important policy decisions have been based on the belief about the relationship between working during school and a students' academic performance. If working during senior high school has a harmful effect on academic performance of Grade 11 students in Phinma Upang College Urdaneta, it might be reasonable to strengthen laws that regulate the number of hours that youth can work. Similarly, if working during senior high school is detrimental, individuals who need to work during senior high school in Phinma Upang College Urdaneta in order to pay tuition costs may be at a disadvantage as compared with students from wealthier backgrounds and work study based financial aid programs have certain undesirable side effects.

### **Background of the Study**

Being a working student has a lot of things to offer, it has its own advantages and disadvantages. Some of the advantages are learning time management early and getting head start on work experience. However, there are also disadvantages of being a

working student, such as increased stress level, lack of concentration and distraction from studies, which may result in poor academic performance.

Not everyone studying came from a high economics class, some offer a scholarship to sustain their student life but others aren't lucky enough to get one. Making part-timing as their best option to fill in the gaps. In the Philippines, the majority of those who work are those who have no capabilities of financing their tuition fee and bills in their school, opting to work at food services, entertainment, and sales, including being library and research assistants. And that is their go-to way to finance their schooling despite knowing the consequences of being a working student. It was reported that 8% of the total number of college students which is about 216,000 students are juggling school and work (ABS-CBN News, 2010). While 50% of working students are able to finish their college education as many can't cope nor concentrate on their studies, some have poor health conditions, and others just give up due to insufficient funds, according to CHED. A study led by Endsleigh, showed that 56% or more than half of those who work have the reason for under-estimating the expenses of schooling plus the accommodation expenses. Being a working student is hard and a tough situation to be in, they have to be spontaneous and

consistent with their work-life and student-life. Meaning to say, they have some things to give up, like social life and not having socialization can't help students to relieve their stress from both work and school.

Anyhow, the researchers have observed that most of the articles, datas, and research have been conducted in developed countries and college universities. This observation leads us into the idea of lacking research on under-developed and developing countries focusing on highschool and senior high school. We also observed that there are lapses and gaps that need to be filled and by doing this research we can fill those gaps and lapses as we explore more about this topic.

### **Statement of the Problem**

This research will focus on the concern regarding the impact of employment on the academic performance of Grade 11 Phinma Upang College of Urdaneta students. Because according to the Philippine Statistics Authority 51.9% of 15 years old and over here in Luzon were forced to labor. To obtain all the crucial knowledge, information, and data, the research sought to answer the crucial questions as follows.

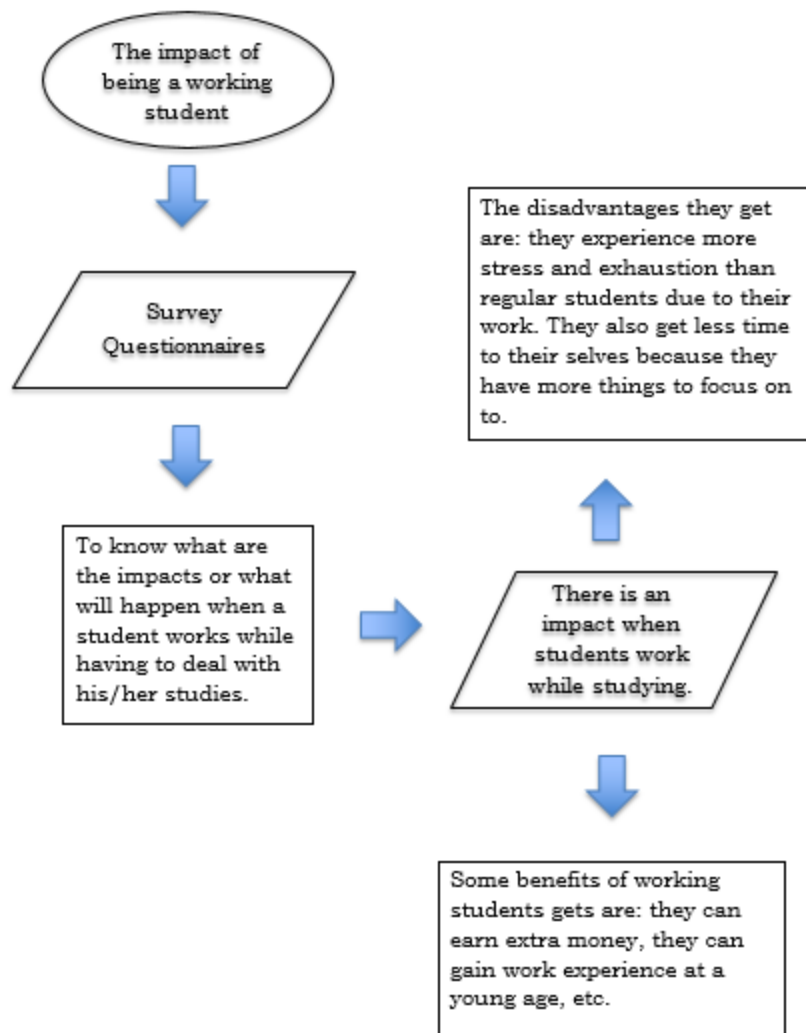
1. What is the status of the academic performance of Grade 11 Phinma Upang College of Urdaneta working students?
2. What are the observable flaws of being a working student?
3. What are the main reasons why a student is being forced to labor?
4. How would a working student balance work and school at the same time?

### **Theoretical Framework**

This research focuses on the effects of working while in higher education. Recently, higher education has been increasing tuition and other expenses that move into attending school. This has had an impact on students. Mainly, they're searching out jobs while in school to cushion some of those fees and normal expenses. In our study, we looked into the impact of working in higher education. We discovered that working at low-intensity had positive results however higher-intensity jobs, 35 hours or more per week, tended to have negative results. Some of the positive outcomes are improved independence, capacity to budget, coping with a schedule, and gaining soft skills, which include verbal exchange and problem-solving skills. Some of the negative outcomes are higher chance of dropping out, delayed graduation rates, and negative effects on academic performance. We found that full time

workers have a tendency to have much less time for academic studies and school activities. Non-workers average 17.0 hours of studying per week and part-time and full-time workers study 15.7 hours a week. Full-time workers also attend class much less time per week. Part-time workers in this study have been able to cope with the consequences of working even in school.

### Conceptual Framework



### **Purpose of the Study**

The purpose of this study is to explore the concept of student employment and to develop thorough understanding on its impact on the students academic performance of Grade 11 Phinma Upang College Urdaneta.

### **Research Hypothesis**

It is hypothesized that when a student is taking a part-time job, then there's an impact on the students' performance at school.

### **Scope and Delimitations of the Study**

This study research focuses to investigate the impact of employment on the academic performance of Grade 11 Phinma Upang College of Urdaneta Students. The data and information will be gathered from the population's chosen 15 students per section in Grade 11 from Urdaneta's Phinma Upang College. This study will not cover any other issues that are not related to the impact of employment on the academic performance of the selected students. Each respondent will be given the same questionnaires to complete. The findings of this study will be applicable only to the study's respondents and will not be used to assess the impact of employment on academic performance of students who do not

belong to the study's population. The survey method, which is prepared by the researchers, will be the primary source of data.

### **Limitations of the Study**

The major obstacles the researchers may encounter in doing this research are; the difficulty of inviting the participants to participate in our activities, lack of resources that leads to not being able to maximize the full potential of this research due to inability of having all the things that are needed for this study to be conducted, time constraints, and also, the current existence of the pandemic making it hard to build a relationship with our participants and having a hard time to interview some of them. Due to these instances, implementing some of the needed procedures for this research can be hard and as it hinders us to have a whole control over these events.

### **Significance of the Study**

For decades, student employment has been an essential world problem related to insufficient educational opportunities, poverty, and gender inequality and not all sorts of work carried out through youth are regarded as student employment. Through the comprehensive exploration of this study on Philippine History about engagement of teens or adolescents. This find will provide

new perspectives approaching the mental troubles of students. Specifically, this research will benefit the following;

- a. Community - this study spreads consciousness in the neighborhood about the difficulty of the students' employment.
- b. Parents - this research can also persuade mother and father to reflect inconsideration on applications that may additionally assist their children to keep away from being involved about the difficulty of student employment.
- c. Students - students will be at once benefited from this research, as its findings may inspire them to consider programs or different things to do to stop them from being involved in student employment.

There are many reasons why students choose to work, from the need to integrate into the job market to the desire to fill spare time. By conducting this research, We can further investigate and identify how various study and work combinations affect the academic performance of a student in their educational years.



## **Definition of Terms**

Throughout the standing term such as “Part Time Job”, “Employment”, “Academic Performance”, “Time Constraint”, “Detrimental”, “Full Time Workers”, “Insufficient”, “Expenses”, “Working Students” and “Scholarship” will be handed-down. To ensure that all of the readers may interpret these terms in the same way that the committee intended, the following definitions are provided.

### **Part Time Job**

We used the term part time job to describe students who have a job that is done for less than full time hours or for less than the full duration that it is normally done.

### **Employment**

We used the term employment to illustrate students who are being paid for work.

### **Academic Performance**

We used this phrase to denote how working students' academic performance suffers when they work part-time.

### **Time Constraint**

We utilized this term to express whether or not a student's employment schedule is interfering with their academic time.

### **Detrimental**

We used this term to illustrate students who are having a damaging effect on their academic performance and health during their work time.

### **Full time workers**

We utilized this term to describe working students who are working 36 hours per week.

### **Insufficient**

We used this word to describe the inadequate needs of a student.

### **Expenses**

We utilized the word expenses to describe the amount of school related fees of a student.

### **Working Student**

We used this term to depict a student who is also an employee.

### **Scholarship**

We utilized this term to illustrate a program that grants financial support to a working student.

## **CHAPTER 2**

### **Introduction**

This chapter proffers the related literature and studies after a thorough and in-depth analysis regarding the study the researchers have chosen. The literature and studies shown and tackled in this chapter addresses the different concepts, ideas, generalizations, conclusions, views and how different studies made– from past up to present, are related to this research. By proceeding to make such a serious move, performing this chapter will serve as the researchers' guide to fulfill their objectives and purposes. Furthermore, facts and datas included in this chapter, will be a big help in familiarizing details suitable and alike to the present study, making the study credible and valid to prove its point.

### **Review of Related Literature**

Within this chapter the researchers highlighted the numerous features of the center issue. Being in senior high school is a critical stage in an adolescent's life. It is the moment when students make decisions about their own future career paths. Being an employed student is one of the key careers pursued by young people during their adolescent years. This chapter provides a brief overview of the literature and studies, both

domestic and international, that are relevant to this topic. This review contains 1.) Challenges in being a working student; 2.) Benefits of being a Working Student; 3.) Effects of working on the employed students' physical and mental health; 4.) Difference between Working Students and Non-working Students.

### **Challenges in Being an Employed Student**

Neyt et al. (2017) states that working while studying could result in worse educational outcomes. Negative effects of student employment on educational engagement and performance, bluntly encouraging student work seems not to be justified. In general, it seems to be important that students supply labor to the extent that they do not prioritize their studies.

Bozick (2007) noted that student employment strongly constrains students' use of time: time spent working crowds out time spent on activities that enhance academic performance. As the reduced time spent on latter activities subsequently worsens academic performance.

Dornbusch (1991) found that combining study and work is associated with psychological and psychosomatic stress. Several studies show that student employment is correlated with problem behavior

among youths, such as alcohol use, delinquency, and drug use (McMorris & Uggen, 2000).

One factor that affects working students' physical well-being is lack of sleep. Sleep loss doesn't usually cause long-term medical problems, but it can adversely affect physical and intellectual performance, and mood (Reyes, 2002)

### **Benefits of Being an Employed Student**

Student employment can be a complement to education due to the additional skills and knowledge obtained while working (Becker, 1964). One of the best benefits of being a working student is gaining advanced knowledge or skill for your future profession. A working student can be ahead amongst his\her peers because of the advanced knowledge that he/she has gained.

Student employment may increase orientedness and thereby motivate students to work harder in order to achieve a certain career goal (Oettinger, 1999). Working students often to be more eager to achieve their short term and long term goals since they have experienced what real hard work feels like, and when they see that their hard work is paying off they will be more motivated to achieve their goals

Student employment enables the acquisition of new, general and transferable skills such as work values, communication skills, and a sense of time management (Buscha et al., 2012). As stated earlier, one of the best benefits of being a working student is gaining advanced knowledge or skills. Upon acquisition of these skills they can transfer it to their future profession, or they can transfer it to other jobs that require experience. As they continue to be an employed student they will also learn how to manage their time which is crucial as they grow up.

Sharunal, (2020) noted that working students would have the ability to take care of themselves and lessen the financial burden on their family with a student job. They could use the extra money to pay bills, contribute to accommodations and daily expenses. This is one of the main reasons why there is an employed student, to take care of their financial needs. Also, at an early age they will learn that in order to get money they have to work hard so they will learn to spend and budget their money correctly.

Zambas, (2021) states that when students' are making money on their own, they tend to be more cautious about how they spend their hard-earned cash. In other words they will learn how to be financially aware from a young age.

## **Effects of Working on the Employed Students' Physical and Mental Health**

Part-time and full-time students tend to spend less time studying (Darolia, 2014). This can lead to delayed graduation dates and more debt from more years of schooling. The time-to-degree ratio is higher, which in turn costs the students less future earnings. The study points out the negative effect of working is a lack of time for school-based activities and leisure activities, which can help with overall health (Darolia, 2014).

One of the disadvantages of being a student while holding a job is that they are often short on time and commonly find themselves with limited time to study, sleep, and maintain healthy eating habits. In a study conducted by Gorgulho, et al., one of the main complaints among working students is that they find themselves without enough time to eat right (Gorgulho, et al., 2012).

One factor that affects working students' physical well-being is lack of sleep. Sleep loss doesn't usually cause long-term medical problems, but it can adversely affect physical and intellectual performance, and mood (Reyes, 2002)



## **Difference Between Working and Non - Working Students**

Svanum and Bigatti (2006) their study showed that working students who spend more time on their jobs have less time for their school related activities. Which could result in achieving lower GPA than their non-working peers.

Mikolajczyk et al. (2008) discovered that students who performed multiple responsibilities were more stressed. Students who work and study at the same time have increased stress as a result of having to continue studying and doing their jobs, while their non-working peers would just need to worry about their studies.

Vinha, Calvacante , & Andrade (2010) stated that working students slept and woke up earlier, had a shorter nocturnal sleep length and a shorter daily (nocturnal plus diurnal) sleep length compared to non-working pupils. This simply implies that students that are employed are more exhausted in a day to day cycle compared to their non-working counterparts which in turn leads them to a much earlier rest compared to their non-working peers.

Pascarella and Padgett (in Lederman 2009) as they examine the impact of work on pure academic performance, they concluded that “Work did not have much negative effect on cognitive-type outcomes like moral reasoning and critical thinking, but work has a positive effect on things like psychological well-being and leadership even when one is working a ton of hours”. This simply means that students who work do enhance their psychological well-being and leadership more than those who don’t, as they practice and learn these when working.

## **Conclusion**

By all counts, with the proven results and facts, being a working student has its own benefits, drawbacks, challenges, and can be compared to a lot of students who don't work. It can be associated with psychological and psychosomatic stress, worse educational outcomes, affects physical well-being, enhance skills that sometimes can’t be taught at school; gaining advance knowledge or skill for your future profession, work values, communication skills, and a sense of time management, being independent, psychological well-being and leadership

skills. It is undeniable that working students and non-working students have their differences, employed students have less time to do their school related work compared to their non-working counterparts, not only that but they are also much more exhausted in a day to day cycle compared to their non-working peers, but this doesn't deny the fact that working students are more advanced in skill and knowledge compared to non-working students at least in terms of work related knowledge.

## **CHAPTER 3**

### **Introduction**

The study mainly focuses on and to the concern regarding the impact of employment on the academic performance of Grade 11 Phinma Upang college Urdaneta students. The researchers' work was driven by the purpose of exploring the concept of students' employment and to develop an in-depth and thorough understanding regarding the study. Moreover, to concretely obtain all the crucial knowledge, information, and data, the research sought to answer what is the status of the academic performance of Grade 11 Phinma Upang College of Urdaneta working students, what are the observable flaws of being a working student, what are the main reasons why a student is being forced to labor, and how would a working student balance work and school at the same time.

Furthermore, this chapter desires to describe every procedure used by the researchers' to scrutinize the problem and study. Here, includes and will be divided into different sections that can offer enough details so that this study can be used in the near future as a reference study by a skilled researcher/s, as the chapter involves

the chosen research design or methods, target participants, data collection procedures, and statistical data analysis procedures.

### **Research Design**

This study possesses a design that is based on the survey research, and the data will be collected to fulfill the study's objectives. The research methodology utilized throughout this study is qualitative. The selection to conduct this survey research was influenced by the following factors, first, the survey research provides an appropriate instrument for collecting huge amounts of data. Secondly, it must be provided by a feasible framework for gathering a wide sample of composing groups, and thirdly, the survey research must possess high data reliability. This is based on the factors pertaining to 'The Impact of Employment on the Academic Performance of Grade 11 Phinma Upang College Urdaneta Students'.

### **Research Locale**

This study was carried out in Phinma Upang College of Urdaneta located at Nancayasan Urdaneta City Pangasinan. This study aims to point out the impact of being a working student to their academic performances and what are the possible reasons how-come they are pursuing this specific kind of work. Moreover, how do they manage their career as a working student.

## **Sampling Design**

The purposive sampling technique is the method used in selecting the respondents. The purposive sampling technique is a method in which the researchers select respondents who can provide in-depth and detailed information about the phenomena being studied. It's highly subjective, and it's defined by the researcher who creates the qualifying criteria that each participant must meet to be included in the study.

## **Respondents of the Study**

The respondents for this study will be Grade 11 senior high school students, both male and female, from different sections of Phinma Upang College Urdaneta, preferably freshmen, as well as some working students and maybe some students will be interviewed about our study. Respondents will be required to answer some questions relating to our subject. In order to collect respondents for this study, the researchers utilized basic random sampling. A simple random sample is a subset of people chosen at random from a larger group.

## **Research Instrument**

For data collection, the approach used was to conduct surveys rather than interviews because of the need to have a lot of participants in this study. The type of survey used was an "Open-ended" questionnaire to avoid bias by not limiting the answers based on personal knowledge and

experience. This type of survey will definitely help gain more information from respondents and will benefit in terms of determining the correlation between employment and its possible impact on student performance. The questionnaires revolved around students activities and reason for working such as but not limited to the following: "In what way does being an employed student affect your academic performance?" "How can you manage working and studying at the same time?" "What is the main reason for working and studying at the same time?" These are just examples of questionnaires which will be discussed further later on in this research study

### **Data Gathering Procedure**

The researchers made a letter of approval to conduct the study at PhinmaEd Upang College of Urdaneta, the researchers will utilize "survey questionnaires" as their modality, This study would have a great effect seeing as how the researchers will identify and recognize the respondents' opinions about the impact of employment on the academic performance of grade 11 PhinmaEd students. The researchers made a google form to conduct the survey, researchers will monitor the survey and reveal all of the themes of each session in order to answer the corollary questions.

### **Ethical Considerations**

To protect the anonymity and privacy of respondents, the researchers will use established protocols. The researchers will also ensure that the participants in the study are properly prepared prior to the survey. Biases shall be avoided as well. Before beginning the survey, the researchers will notify possible respondents, and we ensure that the respondents will not be misled. The responders may receive a copy of the study once it is completed.

### **Data Analysis Procedure**

To make our data analysis, first, we organized our gathered data then we created initial codes, we used concept maps to help us connect our data, after reviewing those codes we revise them into themes, and after that, we cohesively presented the themes, we considered our target audience, the study's goal, and the content that should be included to best tell your data's narrative. We used content analysis as our method in analyzing our qualitative data because in content analysis we can analyze the presence, meanings, and relationships of certain phenomena, themes, or concepts. In this method, we can gain a more qualitative understanding of the impact of student employment on the academic performance of PhinmaEd Upang college of Urdaneta grade 11 students, we believe that we can have yielding results with high reliability with this method.



## **Treatment of Qualitative Data**

After conducting the survey, the researcher would use the information gathered to aid the research. First, the researchers will transcribe all of the collected data and analyze all relevant aspects of the respondents' answers. Then, the researchers will make the appropriate inferences from the data gathered, and the data will be analyzed and grouped by theme.

