

**SELF-ACTUALIZATION OF SELECTED WORKING STUDENTS AT
OFFSOURCING PHILIPPINES INC**



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The University of Mindanao

An Undergraduate Thesis Presented to the Faculty of the College of Business Administration Education
University of
Mindanao Davao City

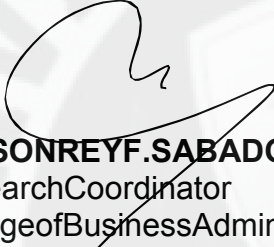
In Partial Fulfillment for the Requirements for the Degree
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ACCEPTANCE AND APPROVAL SHEET

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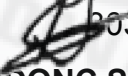
APPROVAL AND ENDORSEMENT

This study entitled "**SELF-ACTUALIZATION OF SELECTED WORKING STUDENTS AT OFFSHORING PHILIPPINES INC.**" in partial fulfillment of Human Resource Research under the college of Business Administration has been examined and hereby recommended for oral and acceptance.


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ABSTRACT

The main purpose of this study was to determine the self-actualization of selected working students at Outsourcing Philippines Inc. The researcher used self-constructed questionnaire, validated by the panel experts and distributed to 100 respondents to see if there is significant difference between the level of self-

actualization of selected working students at outsourcing Philippines. Using Frequency and ANOVA, the research showed that there is no significant difference in self-actualization of working students when grouped according to sex. However, there is significant difference when analyzed by according to civil status with the value of 0.00 and also with significant difference 0.005 with f-test 8.14, and lastly with significance difference 0.043 with f-test 4.209. The researchers recommend for working student to have financial security, they need to be more productive in their work in order for them to receive higher pay to support their daily needs and to make them happy. It is also recommended that this study be conducted on a larger scale and scope. Moreover, additional parameters or variables should be added. Quantitative analysis of the significant relationships of the different indicators with that of the profile of the respondents would be explored comprehensively.

Keywords: *Self-Actualization, Philippines.*



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The Researchers

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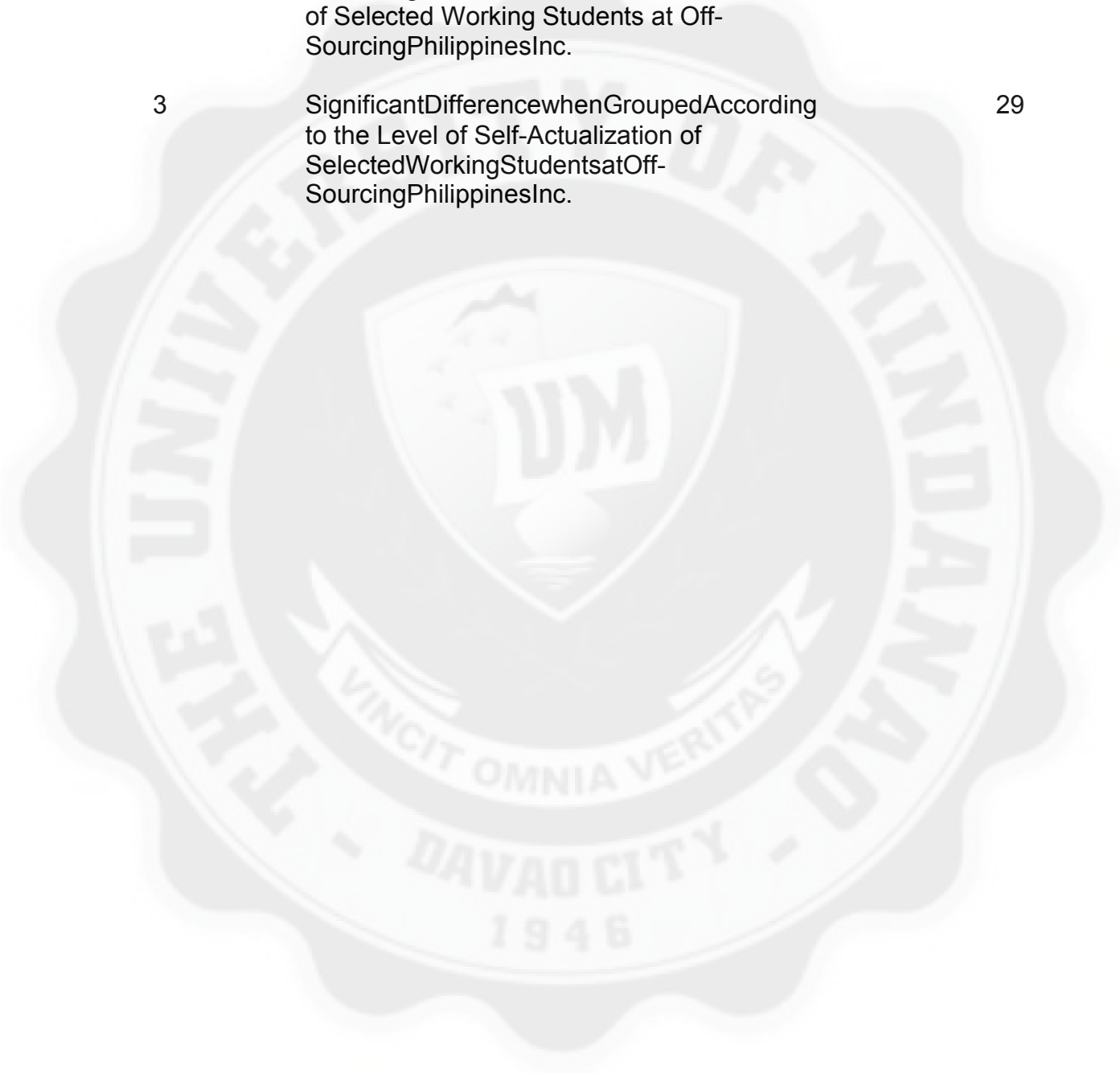
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Chapter 1

INTRODUCTION

Background of the Study

Report seeks to fill gaps in information on the lives of unmarried youth in the business process outsourcing (BPO) sector in India. Specifically, it documents young people's self-efficacy and their connections with their family and peers, as well as their sexual experiences and substance use practices. The findings presented in this report reiterate the fact that BPO employment not only provides young adults with a profitable and challenging work environment, but also has other positive outcomes: many young BPO employees associated their increased independence and self-efficacy to their employment in this sector, many reported close peer networks, and many reported a savings orientation (Vaid, 2009).

The results of an input-output analysis of the Philippine BPO industries intersectorial linkages and its potential impact on compensation and employment. The analysis shows that the BPO industry is not a key sector in terms of stimulating production in other sectors of the Philippine economy. Growth in the sector's revenues, however, can have a significant impact on compensation and employment. If appropriate policies are enacted and human capital improved, it is estimated that the Philippine BPO sector may become an important employment generating sector (Ramos, et al., 2008).

The trend of business process outsourcing has been popular these days in the Philippines because it is one of the fastest growing and most dynamic emerging sectors in the past seven years. The bulk of this amount is accounted for by the call centers. Being first among the Philippines' next wave cities for IT-BPO locators for two consecutive years, Davao is unquestionably ready to become a host city for the largest call centers in the world and has been identified as one of the next-wave cities for its efficient infrastructures, connectivity, cost of labor space, roads, access to both international and domestic flights, reliability of power supply, and available human resources that has become increasingly attractive to foreign investors (Castro, 2013).

Statement of the Problem

The study aims to determine the self-actualization of selected working students at Off Sourcing Philippines Inc. Specifically, it sought to answer the questions:

1. What is the profile of the respondents in terms of:
 - 1.1 Sex
 - 1.2 Age; and
 - 1.3 Civil Status?
2. What is the level of self-actualization of selected working students in terms of:
 - 1.4 Providing Opportunities to Socialize;
 - 1.5 Promoting Healthy Workforce;
 - 1.6 Recognizing Employee's Accomplishment; and
 - 1.7 Providing Financial Security?

3. Is there a significant difference when grouped according to the level of self-actualization of selected working students at Off-Sourcing Philippines Inc?

Hypothesis

There is no significant difference on the self-actualization of selected working students at off sourcing Philippines Inc. when grouped according to profile.

Review of Related Literature

The literature review excerpted in this study provided new insights in the development of the study taken from various sources such as books, magazines, newspapers, journals and reliable websites.

Self-Actualization

Self-actualization is redefined as the perceived competence to satisfy these basic needs in due time. Self-actualization translates to maximizing one's true potential (Francis, 1992).

Based on Amir-Kiaei (2014), Self-actualization experienced higher wellbeing as well the result of this hypothesized relationship was equivocal for parent students. Moreover, need-satisfaction and non-defensiveness were found to be significantly and positively associated with self-actualization, providing preliminary supporting evidence.

As expressed by Guffey (2009), Self-actualization plays a key role in creating and developing the holistic concept of student development. These concepts may assist in explaining needs, goals and developmental challenges of college students. Throughout the college years, students may ask

themselves many questions, one in particular striving for self-actualization assists in answering this question.

Based on Rivero (2002), putting into practice education for self-actualization would then include a learning environment that promotes and supports creative learning through digressive learning and immersion learning, and integration of work and play, for example-whether the child's primary learning occurs at home or at school.

In the study of Plouffe and Gravelle (1989) age, sex and personality correlates of self-actualization among older adults were examined. Results suggest that the components of self-actualization are differentially influenced by age for men and women, and that the traits accompanying self-actualization are sex-linked.

As Abulof (2017), Maslow's hierarchy of human needs is mostly animalistic; only self-actualization is uniquely human. Yet even this token of human exceptionalism is hampered by subscribing to essentialist, rather than existentialist, authenticity. If the former is just about recovering an innate, latent, core, it robs humans of their freedom to re-create who they are. If we dare to choose, we cannot but be ourselves.

According to Erin (2016), Maslow's also noted that even if all other needs are met, self-actualization does not emerge as a motivator in all cases. When it does, it can take many forms, depending on individual talents and values, for example. Often the urge is creative, as in the case of artists or writers; however, it might also take the form of maximizing the quality of one's relationships or perfecting the physical form through athletics and good health.

Maslow noted that self-actualization is one of the least studied and understood needs, because of its relative rarity. It is the exception rather than the rule, he stated, for an individual's other needs to be so sufficiently met that self-actualization can emerge as a motivator.

As expressed by D'Souza and Gurin (2016), Abraham Maslow popularized the concept of self-actualization as a process an individual undergoes through life. He believed that most mentally healthy individuals follow a path called growth motivation that allowed them to self-actualize and realize their true potential as they grow older and mature. Maslow's theory of self-actualization is synonymous with seminal psychological, philosophical, and religious theories that support the noble human transition from self-indulgence to selflessness and altruism.

Based on Greene and Burke (2007), self-actualization may be commonly misunderstood as a focus on self and as the last level of Maslow's hierarchy. That is, movement from self to other. Maslow expanded on self-actualization to beyond self-actualization in his 1971 book.

As indicated by Kamath and Ashok (2015), humans are believed to be innately good and capable of exercising free will to achieve their highest potential. This is termed as self-actualization and is considered the highest human motive, which involves the development of the essential human nature: unified personality, identity, and the attainment of full humanness.

According to Olson (2013), Maslow's hierarchy reflects a linear pattern of growth depicted in an indirect pyramidal order of ascension. Moreover, he states that self-actualizing individuals are able to resolve dichotomies such as that reflected in the ultimate contrary of free-will and determinism. He also contends

that self-actualizers are highly creative, psychologically robust individuals. It is argued herein that a dialectical transcendence of ascension toward self-actualization better describes this type of self-actualization, and even the mentally ill, whose psychopathology correlates with creativity, have the capacity to self-actualize.

As per Garrison (2008), Self-actualized individuals have a sense of humility and respect toward others, humankindship, and a freshness of appreciation. These experiences enable individuals to be creative, inventive, and original.

As stated by D'Souza and Gurin (2016), Maslow's theory of self-actualization posits that mentally healthy individuals are deeply motivated to follow a path called growth motivation that shifts focus from self-interest to social interest, resulting in personal satisfaction and communal peace. Maslow's theory correlates with other significant theories in the worlds of psychology, philosophy, and religion.

In accordance of Fetzer (2003), research has challenged the inductive approach by identifying professionalism among associate degree-prepared nurses returning for the professional degree. Two variables derived from the literature, self-actualization and work experience, were investigated as possible antecedents to the development of professional attitudes, values, and behaviors of associated degree nurses. Findings indicated that self-actualization was positively and significantly related to the degree of professionalism. The need to reevaluate the induction model of professional socialization and consider a reactive approach is considered.

As cited by Selva (2020) this is not to say that self-actualization must be accompanied by external status or accolades, or that external markers of success are necessary for self-actualization to be realized; but, it does underscore the link between success and self-actualization, suggesting that Maslow and Goldstein may have been right in viewing self-actualization as the driving force in our lives.

In the study of Dhiman (2007), self-actualization needs may be called Growth Needs since they represent not so much of a deficiency as an unfolding of all those wonderful possibilities that lie deep within each human being, waiting to express themselves. Towards the end of his life, Maslow went beyond even self-actualization. He considered self-transcendence to be our deepest need and highest aspiration.

Recognizing Employees Accomplishments

According to O'Donnell (2005), maintaining high morale among employees in the workplace is critical to smooth business operations. Salary adjustments are a primary means of rewarding outstanding employee performance. ENMR-

Plateau Telecommunications has a similar internally regulated employee recognition program. Externally, the telco's employee recognition program is based upon customer opinion. If a customer rates the quality of service as excellent, or if a customer comments about a particularly well-done job by a specific employee, the staff member receives a commendation.

In addition to Wilson, (1995), Employees are recognized and rewarded for extra contributions that have measurably benefited the organization. In

a recently released study conducted by the U.S. Department of Commerce, a

direct link is shown to exist between successful quality programs and financial success; finally, it is critical for employees to know that rewards and recognition programs exist. While this would seem self-evident, organizations that do not make on-

going efforts to inform employees often find that their employees either do not know that the programs exist or do not understand how and what the programs reward.

As expressed by Olson (2008), recognizing even the small things are very important. Maybe have an employee that is always on time.

Acknowledging this will show them the effort they are making is important. It will hopefully spur them on to continue to perform well rather than wondering if their efforts matter. There are many reasons why awards programs are not particularly helpful in motivating people. First, many awards are a once a year type recognition. Employees need praise more than once a year. Then there is the problem of how do you choose an employee for this honour? Will it be fair? How will the employees that aren't picked feel? More than likely they will feel slighted. To have a motivating work environment, this perception gap between managers and employees must be closed. Managers must be sure to reward the behaviour they desire with recognition that is valued and meaningful to the employees - not just themselves. To do this, managers must start with the motivational needs of their employees and build from there.

As per Nelson (2000), Managers have to work hard to help all employees feel integral to their jobs. Keeping virtual employees motivated to do their best is a very achievable task if done with the right focus at the right time. Take the time and the effort to recognize all your employees and you will reap the rewards of a more excited, energized, and productive staff.

Provide Financial Security

According to Weeden (2016), individuals' structural allocations in the labour market expose them to diverse risks for employment and income security at older ages. Among those risks are access to institutional mechanisms for retirement saving and the requirement to assume full responsibility for decisions about retirement savings that involve market risks. The spread of these individualized pressures to invest in retirement has elevated the importance of financial literacy in the 21st century. Late employment careers and patterns of financial literacy are studied in this article using the premier U.S. longitudinal dataset from the National Institute of Aging, the Health and Retirement Study initiated in 1992, which is linked to restricted Social Security earnings records that extend over several decades.

According to Riley (2018), workers desire more support and education when it comes to managing their finances. In fact, half of all respondents said they would welcome guidance on personal finances from their employer and 51 percent said they would like their employer to provide more information about retirement savings. Seven in 10 millennials said they would welcome financial planning assistance and six in 10 would be interested in budgeting assistance. Despite worker interest in financial planning, only one in four employees have been offered some form of financial education in the workplace, the study finds.

As mentioned by Mulvale (2007), much of the work performed in such a society would still be done for a wage or salary. But value would also be attached, and financial recognition granted, to socially necessary and useful work done outside the paid labour market.

As stated by McGowan (2018) Organizations will need to consider how best to keep their older employees contributing longer, which will not only benefit those workers but will keep valuable experience and competencies in-house in the face of a shrinking talent pool. They will have to help workers keep their skills relevant so they can be employed for as long as they need to be. Providing the right training programs is another imperative, along with an assessment of how flexible their retirement plans are and how well they support individuals whomove in and out of the workforce or work parttime.

In the study of Riley (2018), one of the key empirical insights of this literature is that the gender gap in wages at the aggregate level is perpetuated by persistent gender differences in individual labour market behaviours: whether men and women work for pay, the occupations and industries in which they work, and the number of hours per week they work. These gender differences emerge in the context of structural changes in the distribution of jobs with particular attributes (such as expected work hours) and in the wages associated with these attributes, resulting in complex and offsetting effects on the gender gap in wages.

As indicated by Cullen (2018), Study how employees learn about the salaries of their peers and managers and how their beliefs about those salaries affect their own behavior. Combine rich data from surveys and administrative records with data from the experiment, which provided some employees with accurate information about the salaries of others. First, we document large misperceptions about salaries and identify some of their sources. Second, we find that perceived peer and manager salaries have a significant causal effect on employee behavior. These effects are different for horizontal and vertical

comparisons. While higher perceived peer salary decreases effort, output, and retention, higher perceived manager salary has a positive effect on those same outcomes. We provide suggestive evidence for the underlying mechanisms. We conclude by discussing implications for pay inequality and pay transparency.

As per Hunter (2001), final salary pension schemes. Employees receive an income in retirement linked to their final salary. The advantage of these is that employees have complete peace of mind - responsibility for funding the pension rests with the employer. However, these may not always be the best choice for employees who move jobs frequently, or for those whose final salary is lower than their mid-career earnings.

Provide Opportunities to Socialize

According to Plagerson (2019), limited social transformation is largely due to implementation inefficiencies and unresponsive institutions. To serve both the economically redistributive and socially transformative ends, gender-sensitive synergies between social security instruments and with other multispectral interventions could be strengthened, such as access to social services (especially quality child care) and access to basic services (such as water, electricity, transport and internet services).

In addition to Tena (2019), social are important basic human needs. When social needs are not fulfilled, it can lead to mental and physical health problems. In an ageing society, meeting the social needs of older adults is important to sustain their well-being and quality of life. Social technology is used by younger people attempting to fulfil social needs. The aim of this study is to understand the social needs of older people and the role of social technology in fulfilling these needs.

As per Bennett (2019), Social innovation (SI) is integral to productive outcomes that resolve unmet social needs in various social movements throughout history, and it has become a movement of its own. SI provides a powerful place for social movement learning (SML) where solutions are often discovered through partnership of cross-sector affiliates who engage in creative work that often challenges the status quo in society.

As mentioned by Hausermann (2006), By contrast, new needs, such as infrastructure to reconcile work and care or insurance of atypical employment biographies, concern mainly 'new' risk groups, such as young people or women. While reforms directed at 'old risks' mainly focused on cost containment, 'new' social policies aimed at gender equality or the increase of Labour-market participation. In this article, I argue that the emergence of modernizing policies covering new social needs leads to new conflict lines in social policy making, which differ from the distributional class conflict.

As mentioned by El Bassiouny (2015), Result was consistent across all of the identity types. Conversely, rejection had a detrimental impact on social needs and mood when it was experienced after any of the identity manipulations. However, this negative effect on social needs and mood, were reduced when rejection was followed by religious identity arousal. Therefore, religious identity arousal served as a protective factor for social needs and mood when following rejection, but this was not true of spiritual or moral identity arousals.

Based on Kuhner and Yeates (2017), far from being out of sync with each other, business needs and social good are in synergy. Lacking is the knowledge and awareness on ways to address social issues with a business

model. Business owners must take the responsibility of good fortune and see themselves as agents of change and see philanthropy as the market for love and care.

As per Larson and Csikszentmihalyi (2014), recent implementation of social rights-based public policy innovations including working family support - as a response to rising inequalities, welfare expectations and accelerating social change has been well documented; similarly, South East Asian and South Asian economies have featured much more frequently in comparative social policy analysis as policymakers have sought to address persistent chronic poverty, a diminishing demographic dividend and burdensome epidemiological transit.

Mair (2006), social entrepreneurship, as a practice and a field for scholarly investigation, provides a unique opportunity to challenge, question, and rethink concepts and assumptions from different fields of management and business research. Article puts forward a view of social entrepreneurship as a process that catalyzes social change and addresses important social needs in a way that is not dominated by direct financial benefits for the entrepreneurs. **Promote Healthy Workforce**

According to Barker (1987), it is becoming clear that healthy workers can lead to a healthy company. As employers realize that the workplace is a good environment in which to promote health, as well as increase productivity and reduce medical costs, they are confronting a variety of important health-related issues. Major reason to focus on healthier employees is the relationship between health and increased productivity.

In addition, by Gardner (2014), there is a need to review how procurement standards are currently implemented, to identify important minimum criteria for evaluating health and purchasing outcomes, and to recognize significant barriers and challenges to implementation, along with success stories. The purpose of this policy paper is to describe the role of food and beverage environment and procurement policy standards in creating healthier worksite environments; to review recently created national model standards; to identify elements across the standards that are important to consider for incorporation into policies.

Workplace conditions can affect employees at the physical, mental, or emotional level and enhance or harm their well-being. Studies have found differences among occupational groups in the prevalence of obesity, cardiovascular conditions (eg, elevated blood pressure and cholesterol), and other health indicators, including physical activity and diet quality. (Adams, 2019)

According to Edem (2017) Health worker's performance can be influenced by salary increase and bonuses, but this is short lived and have a limited effect compared to the impact workplace environment has on the performance of the employee. It is the quality of the employee's workplace environment that most impacts on their level of motivation and subsequent performance. How well they engage with the organization, especially with their immediate environment, influences to a great extent their error rate, level of innovation and collaboration with other employees, absenteeism and ultimately, how long they stay in the job.

As mentioned by Chamberlain (2010), Healthy work environments decrease stress, increase morale, and improve quality healthcare. The responsibility to decrease work stress is not only a leadership responsibility, but also requires obvious attention and commitment by the medical labor force.

As Stated by Walker, (2016) Workplace health promotion programs are more likely to be successful if occupational safety and health is considered in their design and execution, In fact, a growing body of evidence indicates that workplace-based interventions that take coordinated, planned, or integrated approaches to reducing health threats to workers both in and out of work are more effective than traditional isolated programs. Integrating or coordinating occupational safety and health with health promotion may increase program participation and effectiveness and may also benefit the broader context of work organization and environment.

In addition to Elwork (2003), Developing and creating healthy workforce is the key to work success. New written policy on workloads and adopting an alternative work schedule is one way in reducing the level of workaholic in the office thus making the environment less stressful. Furthermore, understanding workplace culture and planning a strategy for change also promotes interaction among lawyers and staff thus address the problem of isolation in a law firm office.

As per Thomas (2010), Such different life experiences and views on work/life balance can lead to strife in the workplace. Issues such as who will agree to work overtime to cover a staffing hole and who will take it for the team regard in patient assignments can be greatly influenced by generational bias.

When management or co-workers feel judged or singled out because of their differing views, the work environment can feel toxic.

In light of Kroth (2007), Transforming organizations into places that are both productive and human may, then, be the two keys to creating successful, sustainable, healthy working environments. Leaders must perceive a positive climate as a productivity factor if they are to provide the resources and support required. People in positions of power are otherwise more likely to revert to shorter-term, more punitive work practices. Workplaces must also be healthy in order to garner the most creative energy from employees.

A healthy and fit employee is less likely to get injured on the job and will recover faster should they sustain an injury. Have a third party perform physicals and functional capacity evaluations to assess prospective employee's ability to meet the physical requirements of each job. Make sure only qualified employees are hired for the demands of their job.

As mentioned by Grawitch (2009), Managers and organizational leaders are continuously looking for ways to position their organizations for success. A recent trend among practitioners has focused on creating a healthy workplace, resulting in numerous contrasting prescriptive approaches toward achieving organizational health. Rather than advocating a particular approach to a healthy workplace, this article focuses on the need for practitioners to design healthy workplace programs, policies, and practices that fit the specific context of an organization.

As cited by Lydell (2019). There had been many changes in the workplace in recent years, and the coworkers were of the opinion that this was both good and bad. In some periods, the employees had got several new duties

every week and they never knew exactly what to do. If this was to continue, it could be hard for the coworkers in the future when they were getting older. There had also been a reorganisation in the company, which resulted in that many of the employees were quitting. One way to feel good at work was if they had access to temporary staff. If not, the employees had to handle the same job with fewer persons, and therefore, they would have no time for breaks and reflection. This is an issue to handle in the future and could be hard when getting older.

In addition to Huddleston (2014), A healthy work environment occurs when people are valued and treated fairly and respectfully with a strong sense of trust among all employees from the lowest to the highest positions within an organization.

According to Dornsife (2015) Rewards, incentives, and benefits are great techniques to increase motivation in the workplace. These techniques can also promote health and wellness by providing benefits such as a gym, spa, or yoga membership. Amenities such as a non-site gym give employees the opportunity to exercise more frequently and together, creating a strong work environment. Offering group classes that help educate workers on the benefits of exercise and diet before or after work give them an incentive to be at work as well as enjoy it.

Based on the study of Yang Dong-Hoon, et al. (2007), many organizations are struggling to define a "healthy" workplace, to assess both the healthy and unhealthy aspects of their own environment, and to implement initiatives to improve the quality of their work and workplace. There is a huge body of literature documenting the direct and indirect costs of work stress.

Research conducted primarily since the 1960s has identified the principal characteristics of jobs that affect well-being. There is a clear parallel between the literature addressing job design as a means of increasing motivation

and organizational effectiveness and job design as a means of improving individual well-being.

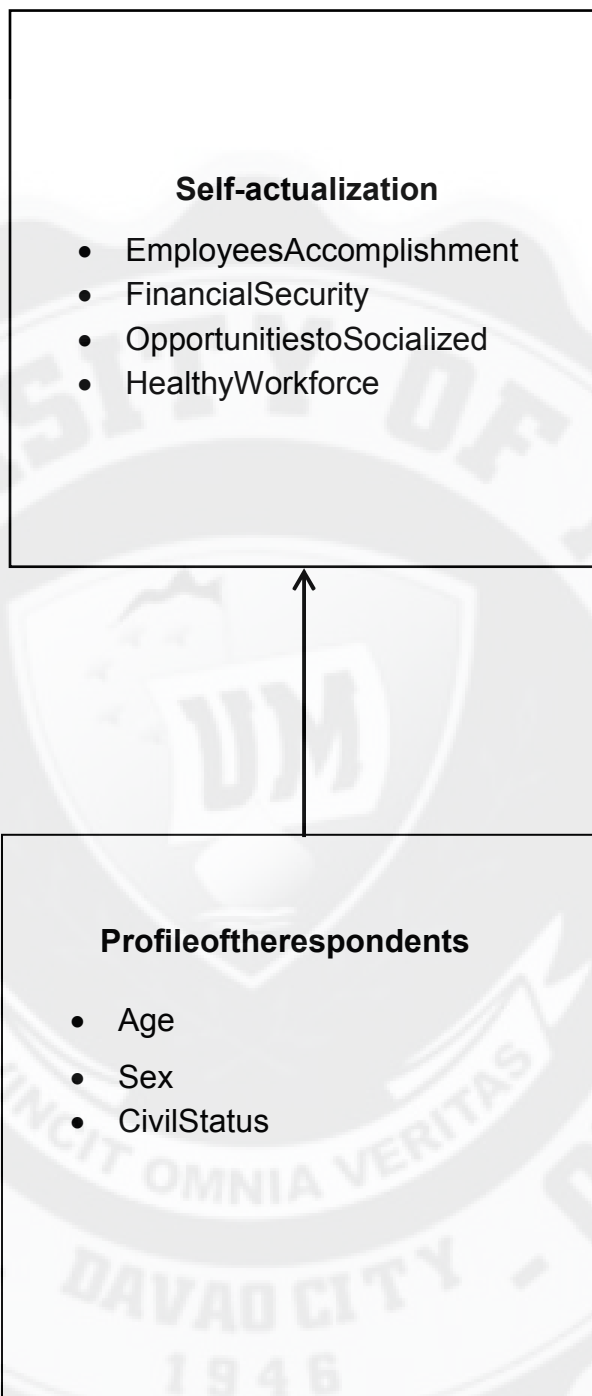
Theoretical and Conceptual Framework

This study is anchored to Maslow's need hierarchy theory: applications and criticisms authored by Kaur, A. (2013). The rationale behind the self-actualization of employees lies on the fact that it's able to suggest to managers how they can make their employees or subordinates become self-actualized. This is because self-actualized employees are likely to work at their maximum creative potentials. Therefore, it is important to make employees meet this stage by helping meet their need, organizations can take the following strategies to attain this stage are: recognizing employees' accomplishments an important way to make them satisfy their esteem needs. Financial security is an important type of safety need, provide opportunities to socialize one of the factors that keep employees feel the spirit of working as a team, and promote healthy workforce companies can help in keeping their employees physiological needs by providing incentives.

Figure 1 describes the variables of the study that include the independent and dependent variable. The independent variable indicates the self-actualization which has identified the following indicators which refers to Employees Accomplishment, Financial Security, Opportunities to Socialized, Healthy Workforce; These indicators help to describe the level of Self-

actualizationamongselectedworkingstudentsatoffsourcingInc.



MainVariable**Figure1.ConceptualFrameworkoftheStudy**

Significance of Study

The findings to the study will be beneficial to the following:

Off Sourcing Philippines Inc. – This study gives you staffing flexibility that just doesn't exist within-house employees. Outsourcing allows you to tailor your service consumption to your needs.

Working Students - The findings of this study will contribute new knowledge to those students that are planning to work while studying and also to those who are currently working students to understand the nature of BPO industry.

Future Researchers - The findings of the study would serve as the basis for the future researchers to conduct thorough study which involves employee motivation and employee's self-actualization.

Definition of Terms

The following are operational definitions of terms:

Business Process Outsourcing - is an advanced type of IT outsourcing, which will be the next big wave in information technology services. **Self-Actualization** - Self-actualization is redefined as the perceived competence to satisfy these basic needs in due time. Self-actualization translates to maximizing one's true potential.

Social – are important basic human needs. When social needs are not fulfilled, it can lead to mental and physical health problems.

Healthy work force - It is widely known that being in work is good for people's health and wellbeing, but it's increasingly being recognized that a healthy work force is beneficial to employers too.

Chapter 2

METHOD

Presented in this chapter are the discussions on the research design, the procedure in conducting and identifying the respondents, the instrument used and the statistical tool employed.

Research Design

Descriptive survey studies approach was used on this study. This easily verified the self-actualization of selected working students of Off Sourcing Philippines Inc. According to Creswell (2002), this involves identification of attributes of a particular phenomenon based on an observational basis.

This study determined the existing state of affairs of self-actualization of selected working students affected by their perceptions of being employed while earning education. In addition, this also described the status quo existed in profile.

Research Subjects

The respondents of this study were the current working students at Off Sourcing Philippines Inc. There were 100 participants selected through convenient purposive sampling which is one of the most competent probable designs. Questionnaires were given and retrieved by the researchers which resulted to 100 percent retrieval rate.

In addition, care was used to ensure that the researchers who administered the survey did not influence, in any way, the answers of the respondents.

Research Instrument

The researchers utilized an adapted survey questionnaire which has effective quality and satisfying to the standardized use form. The questionnaire that were used were all guided response type which is believed to gather information vital to answer culled from the idea of Tufail (2019) which refers to examining the Self-Actualization process on work attitude and behavior needed to provide vital information for the study. A preliminary draft was submitted to the research adviser for sound suggestions and corrections which was forwarded to the panel of experts for validation. The questionnaire dealt with the self-actualization of selected working students at Off Sourcing Inc. which is comprised of two parts: (1) profile of the respondents, and (2) level of self-actualization using a 5-point Mean Likert Scale as follows:

Scale of Instrument

Scale	Range	Ratings	
5	4.50-5.00	Very High	Strongly Agree
4	3.50-4.49	High	Agree
3	2.50-3.49	Average	Neutral
2	1.50-2.49	Low	Disagree
1	1.00-1.49	Very Low	Strongly Disagree

Research Procedures

The following guided the researchers in the conduct of data gathering:

1. Permission to Conduct the Study-

A letter of consent was given to the respondents for the agreement of both parties.

2. Construction and Validation of the test questionnaire-The researchers constructed a questionnaire and presented it to the adviser for the evaluation and validation by the research panel.

3. Distribution of Questionnaire-The researchers distributed the survey questionnaires to the respondents and instructed them to answer the questions and fill out the necessary data.

4. Scoring and Collation of Data-The data generated from the survey had been collated, tallied and subjected to statistical interpretation and analysis.

5. Analysis and Interpretation of Data - The raw scores together with the data were submitted to the statistician for the computation, analysis and interpretation.

Statistical Treatment of Data

The following statistical tools were used for data analysis.

Frequency and Percentage - is the sum of the number of times a response occurred, and the amount in each hundred.

Mean- is the calculated average of the responses.

Analysis of Variance (ANOVA) - is used to determine the significant difference of turnover rates among employees in self-actualization of selected working students at Off Sourcing Philippines Inc.

Chapter 3

PRESENTATION AND ANALYSIS OF FINDINGS

This chapter consists of the presentation, interpretation and analysis of the data obtained from the respondents.

Profile of the Respondents

Table 1 presents the profile of the respondents. The results indicated that majority were 20 years old and below, female and single. In terms of age; out of the 30 respondents, 20 years old and below was 16 with a percentage of 53.33%, 21 to 30 years old was 12 a percentage of 40%, 31 to 40 was 2 with a percentage of 6.67%, while the data show 0% on the age range 41 and up. In terms of gender; female was 26 with a percentage of 86.67%, male was 4 with a percentage of 13.33%. For the civil status; single was 27 with a percentage of 90% and married was 3 with a percentage of 10%.

Evidently, majority were 18 to 20 years old, female and single among the working students at Off-Sourcing Philippines Inc. Haddleston (2014) attested that promoting healthy environment at work is more preferred by the single employees to further define their existence and full potential to do well at work as self-actualization process arise.

Table 1. Profile of the Respondents.

Profile Indicator	Frequency	Percent
Age		
20 and below	16	53.33%
21-30	12	40%

31-40	2	6.67%
41andup	0	0
Total	30	100%

Sex

Male	4	13.33%
Female	26	86.67%
Total	30	100%

CivilStatus

Single	27	90%
Married	3	10%
Total	30	100%

Significant Difference when Grouped According to the Level of Self-Actualization of Selected Working Students at Off-Sourcing Philippines Inc.

Presented in Table 2 is the significant difference when grouped according to the level of self-actualization of selected working students at off-sourcing Philippines Inc. The overall result accepted the null hypothesis that there is no significant difference when grouped according to the level of self-actualization of selected working students at Off-Sourcing Philippines Inc., as follows; recognizing employee's accomplishment has an F-test of 2.53 with a significant difference of 2.472, it accepted the null hypothesis. Providing opportunities to socialize have an F-test of 2.53 with a significant difference of 10.97, reject the null hypothesis. Promoting healthy workforce has an F-test of 2.53 with a significant difference of 1.90, it also accepted the null hypothesis.

While, in providing financial security has an F-test of 2.53 with a significant difference of 7.41, it rejects the null hypothesis.

There is no significant difference on the self-actualization on recognizing employee's accomplishment, providing opportunities to socialize and promoting healthy workforce in the actualization of selected working students at Off-Sourcing Philippines Inc. The analysis is relevant to the findings of O'Rand, (2011) that individuals' structural allocations in the labour market expose them to diverse risks for employment and income security at older ages. Among those risks are accesses to institutional mechanisms for retirement saving and the requirement to assume full responsibility for decisions about retirement saving that involves market risks. The spread of these individualized pressures to invest in retirement has elevated the importance of financial literacy in the 21st century.

Table 2 also presented the level of self-actualization of selected working students at Off-Sourcing Philippines Inc. which obtained an overall mean of 4.82 with standard deviation of 0.38 descriptively very high, in terms of the following; providing opportunities to socialize has a mean of 4.86 a standard deviation of 0.43 with a description of very high. Promoting healthy workforce earned a mean of 4.84 a standard deviation of 0.40 with a description of very high. Recognizing employee's accomplishment has a mean of 4.82 a standard deviation of 0.38 with a description of very high. Providing financial security obtained a mean of 4.76 a standard deviation of 0.31 with a description of very high.

The results signified that providing opportunities to socialize, promoting healthy workforce, recognizing employee's accomplishment and providi

ngfinancialsecurityamongtheworkingstudentsatOff-SourcingPhilippinesInc.



is always happens. As Mulvale, (2007) found that providing financial security on employees helps to strengthen self-actualization. Most employees realize their contentment and motivation in work when they are being rewarded and provided by financial security, since they used it as a motivating factor to do well at work just to achieve their goals to their family needs.

Table 2. Significant Difference when Grouped According to the Level of Self-Actualization of Selected Working Students at Off-Sourcing Philippines Inc.

Indicator		Sum of square	Df	Mean Square	F-test	Significant Difference	Mean	SD	Decision on Ho
Recognizing employee's accomplishment	Between	23.07	4	23.88	2.53	2.472	4.86	0.43	Accept Ho
	Within Group	21.5	145	0.021					
Providing Financial Security	Between	65.09	4	22.15	2.53	10.97	4.84	0.40	Reject Ho
	Within Group	45.4	145	0.09					
Providing opportunities to Socialize	Between	36.37	4	22.53	2.53	1.90	4.82	0.38	Accept Ho
	Within Group	34.47	145	0.05					
Promoting healthy work force	Between	42.27	4	21.96	2.53	7.41	4.76	0.31	Reject Ho
	Within Group	33.63	145	0.05					

Significant Difference when Grouped According to the Level of Self-Actualization of Selected Working Students at Off-Sourcing Philippines Inc.

Presented in Table 3 is the significant difference when grouped according to the level of self-actualization of selected working students at off-sourcing Philippines Inc. The overall result accepted the null hypothesis that there is no significant difference when grouped according to the level of self-actualization of selected working students at Off-Sourcing Philippines Inc., as follows; recognizing employee's accomplishment has an F-test of 0.722 with a significant difference of 0.398, it accepted the null hypothesis. Providing opportunities to socialize have an F-test of 0.037 with a significant difference of 0.847, accepts the null hypothesis. Promoting healthy workforce has an F-test of 0.761 with a significant difference of 0.385 it also accepted the null hypothesis. While, in providing financial security has an F-test of 17.26 with a significant difference of 0.00, it rejects the null hypothesis.

There is no significant difference on the self-actualization on recognizing employee's accomplishment, providing opportunities to socialize and promoting healthy workforce in the actualization of selected working students at Off-Sourcing Philippines Inc. The analysis is relevant to the findings of O'Rand, (2011) that individuals' structural allocations in the labour market expose them to diverse risks for employment and income security at older ages. Among those risks are accesses to institutional mechanisms for retirement saving and the requirement to assume full responsibility for decisions about retirement saving that involves market risks. The spread of these individualized pressures to invest in retirement has elevated the importance of financial literacy in the 21st century.

Table 3. Significant Difference when Grouped According to the Level of Self-Actualization of Selected Working Students at Off-Sourcing Philippines Inc.

Indicator		Sum of squares	Df	Mean Square	F-test	Significant Difference	Decision Ho
Recognizing employee's accomplishment	Between Group	0.019	1	0.019	0.722	0.398	Accept Ho
	Within Group	2.579	98	0.026			
	Total	2.598	99				
Providing Financial Security	Between Group	0.794	1	0.002	17.26	0.00	Reject Ho
	Within Group	4.509	98	0.042			
	Total	5.304	99				
Providing Opportunities to Socialize	Between Group	0.002	1	0.038	0.037	0.847	Accept Ho
	Within Group	4.085	98	0.05			
	Total	4.086	99				
Promoting healthy Workforce	Between Group	0.038	1	0.032	0.761	0.385	Accept Ho
	Within Group	4.873	98	0.05			
	Total	4.91	99				

Legend;

4.50-5.00 *Strongly Agree*
 3.50-4.49 *Agree*
 2.50-3.49 *Neutral*
 1.50-2.49 *Disagree*
 1.00-1.49 *Strongly Disagree*

Chapter 4

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

This chapter presents mainly the summary of findings, conclusion and recommendation made on the study.

Summary

This study was conducted among the working students focused to determine their self-actualization particularly at Off-Sourcing Philippines Inc. The results indicated that majority of the respondents were 18 to 20 years old, female and single. The level self-actualization found out to be very high. However, it affirmed that there is a significant difference in providing financial security.

Conclusions

In view of the findings of this study the following conclusions were drawn:

1. Off-Sourcing Philippines Inc. provides opportunities for the working students to socialize.
2. There is a substantial difference in providing financial security among the working students at Off-Sourcing Philippines Inc., hence, it does not conform to the theory of this study authored by Kaur, A (2013).

Recommendations

Based on the conclusion drawn, the following recommendations are offered to Off-Sourcing Philippines Inc. for the working students:

1. Provide financial security.
2. Promote healthy workforce.
3. Recognize employee's accomplishment.

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APPENDIX

APERMISSIONTOCONDUCTSTUDY

REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art B. Remota of legal age, Filipino, single/married and a resident of Krishna Puro PK 19 Lulayin Tal D.C. after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

1. I am the holder of these letters (Admission, Panels, Validates) ^{conduct research study} issued to me by the University of Mindanao;
2. I have lost/misplaced my said Letters and despite diligent search, the same remains missing to this day;
3. Under the circumstances, my said Letters can no longer be found, hence, may now be considered lost for all legal intents and purposes;
4. I am executing this affidavit in order to attest to the truth of the foregoing facts and for whatever legal purpose it may serve.

IN WITNESS WHEREOF, I have hereunto set my hand this September 10th day of September at Davao City, Philippines.

John-Art B. Remota LO2-14 02 728
Affiant
I.D. presented Drivers License

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

Hanna K. Madrigal C. Linog
Public Attorney II
(Pursuant to R.A. No. 9406)
1946

REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art B. Remorta, of legal age, Filipino, single/married and a resident of Krishin Homes blk 14 Lubogan Tuml D.C., after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

1. I am the holder of these letters (Admitt, Panel, Validations conduct research study) issued to me by the University of Mindanao;
2. I have lost/misplaced my said Letters and despite diligent search, the same remains missing to this day;
3. Under the circumstances, my said Letters can no longer be found, hence, may now be considered lost for all legal intents and purposes;
4. I am executing this affidavit in order to attest to the truth of the foregoing facts and for whatever legal purpose it may serve.

IN WITNESS WHEREOF, I have hereunto set my hand this September 10th day of September at Davao City, Philippines.

John-Art B. Remorta
Affiant

I.D. presented Drivers License - L02-19-008370

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

Hannah Wilfredo C. Linog
Public Attorney
(Pursuant to R.A. No. 9406)

REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF TRANSPORTATION
LAND TRANSPORTATION OFFICE

NON-PROFESSIONAL DRIVER'S LICENSE



Last Name, First Name, Middle Name
REMORTA, JOHN-ART BANDOY

Nationality Sex Date of Birth Weight (kg) Height (cm)
PHL M 1996/09/17 65 175

Address
KRISTINA HOMES BLK 14 LUBOGAN TUMIL
DAVAO CITY

License No. Expiration Date Agency Code
L02-19-008370 2023/09/17 LC2

Photo Type Face Color
BROWN

Restrictions Conditions
NONE

Signature of Licensee John-Art B. Remorta
EDGAR CALALVARITE
Assistant Secretary

APPENDIX
BSURVEYQUESTIONNAIR
E

Part1:GeneralInformation

Name: _____(Optional)

Direction to the respondents: Please supply the following information on the following questions by checking (✓) the appropriate box.

Please place check the box that correspond to your answer. Check only one.

1. Sex

Male

Female

2. Age

Under 20 years

21 -30 years

31 -40 years

41 years up

3. Status

Single

Married

Part2 Procedural action towards the complaints

Direction: Please check one box that correspond to your answer to each question

Ratings	Description	Interpretation
5	Strongly Agree	The statement embodied in the item is all the time true.
4	Agree	The statement embodied in the item is frequently true.
3	Neutral	The statement embodied in the item is occasionally true.
2	Disagree	The statement embodied in the item is rarely true.

1 Strongly Disagree The statement embodied in the item is not true at all.

Recognizing employees' accomplishment	5	4	3	2	1
1. My head gives appreciation when I do a great job.					
2. My head rewards me when I have work initiatives.					
3. My head recognizes when I have a good working relationship with my colleagues					
4. My leaders give me positive feedback on my work.					
5. I am happy when I do a great job and someone recognizes it.					
Provide financial security	5	4	3	2	1
1. My pay is adequate to support my daily needs.					
2. I value my work based on my pay.					
3. I work better because of my work's pay.					
4. The pay policy on my company is timely.					
5. I am happy with my pay.					
Provide opportunities to socialize	5	4	3	2	1
1. My relationship with workmates is friendly and professional.					
2. I can easily speak with our heads and leaders.					
3. I enjoy having conversation with my workmates.					
4. I feel more appreciated; not just for my work, but for the way I contribute to the social climate of our company.					
5. I am emotionally open with the people that I work with.					

Promote healthy workforce	5	4	3	2	1
6. Our company health insurance is sufficient for my needs.					
7. Our company's clinic is equipped with enough equipment and staff.					
8. Our company provides us with adequate medicine/vitamins if needed.					
9. I can trust my company's health benefits.					
10. I can easily avail my company's health benefits in time of need.					

Comments and suggestions:

Thank you for your participation...

APPENDIX C

SUMMARY OF VALIDATOR'S RATING

REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art D. Remorta, of legal age, Filipino, single/married and a resident of Krishna Pans Pk 19 Lungsod Davao City, after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

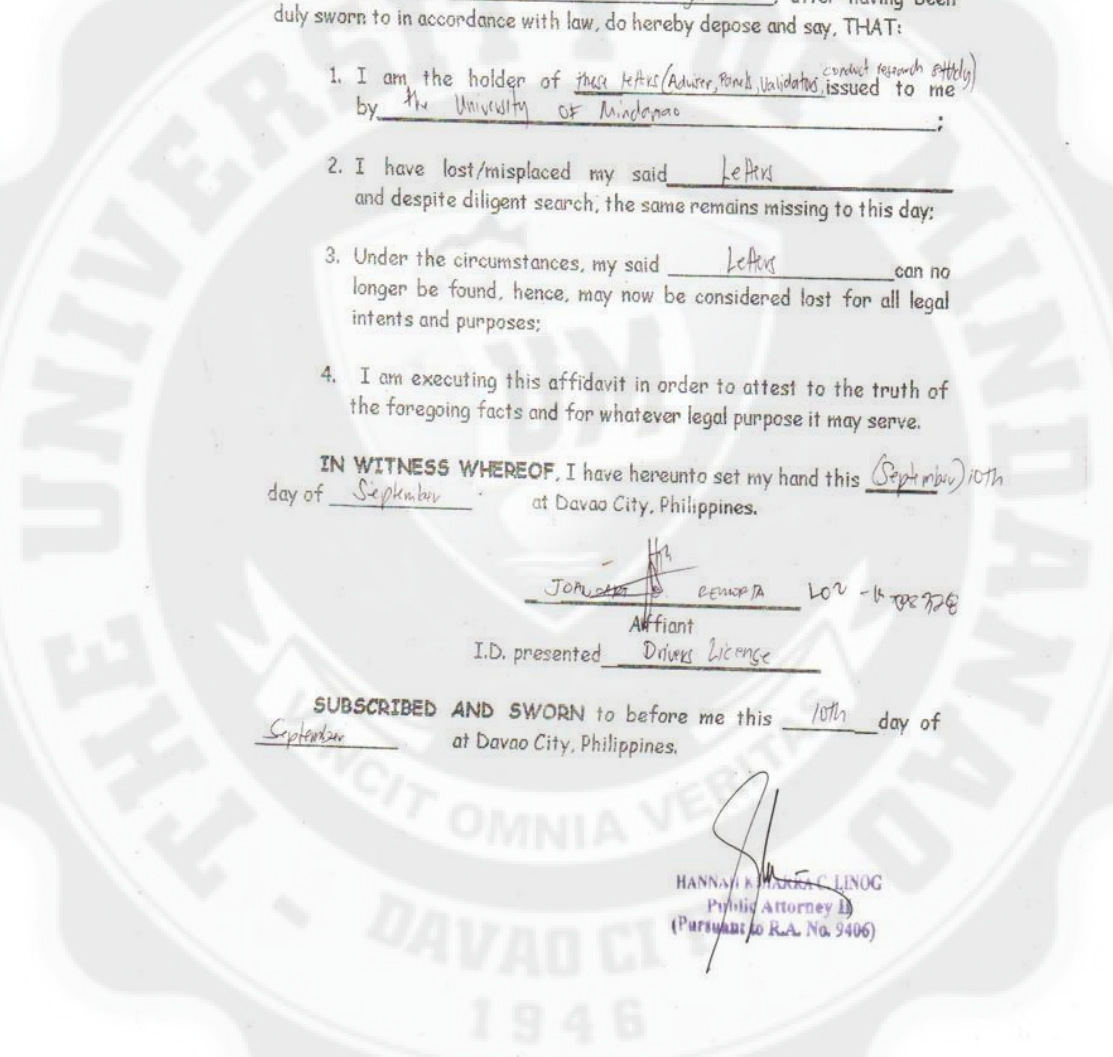
1. I am the holder of three letters (Advisor, Panel, Validator, conduct research et al) issued to me by the University of Mindanao;
2. I have lost/misplaced my said Letters and despite diligent search, the same remains missing to this day;
3. Under the circumstances, my said Letters can no longer be found, hence, may now be considered lost for all legal intents and purposes;
4. I am executing this affidavit in order to attest to the truth of the foregoing facts and for whatever legal purpose it may serve.

IN WITNESS WHEREOF, I have hereunto set my hand this September 10th day of September at Davao City, Philippines.

John-Art D. Remorta
Affiant
I.D. presented Drivers License

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

HANNAH R. MADRAGA LINOG
Public Attorney II
(Pursuant to R.A. No. 9406)



REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art B. Remorta of legal age, Filipino, single/married and a resident of Kristina Homes Blk 14 Lubogan Toril D.C., after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

1. I am the holder of these letters (Admittance, Permit, Validations conduct researches etc.) issued to me by the University of Mindanao;
2. I have lost/misplaced my said Letters and despite diligent search, the same remains missing to this day;
3. Under the circumstances, my said Letters can no longer be found, hence, may now be considered lost for all legal intents and purposes;
4. I am executing this affidavit in order to attest to the truth of the foregoing facts and for whatever legal purpose it may serve.

IN WITNESS WHEREOF, I have hereunto set my hand this September 10th day of September at Davao City, Philippines.

John-Art B. Remorta
Affiant


I.D. presented Drivers License - L02-19-008370

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

Hannah Maribel Linog
Public Attorney
(Pursuant to R.A. No. 9406)

REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF TRANSPORTATION
LAND TRANSPORTATION OFFICE

NON-PROFESSIONAL DRIVER'S LICENSE



Last Name, First Name, Middle Name
REMORTA, JOHN-ART SANDOY

Nationality Sex Date of Birth Weight (kg) Height (cm) Eyes Color
PHL M 1996/09/17 65 175 BROWN

Address
KRISTINA HOMES BLK 14 LUBOGAN TORIL
DAVAO CITY

License No. Expiration Date Agency Code
L02-19-008370 2023/09/17 LC2

Signature of Licensee John-Art B. Remorta

Signature of Assistant Secretary Edgar C. Alvarite

APPEDIX

DLETTERTOTHEADVISER

REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art D. Remota, of legal age, Filipino, single/married and a resident of Krishna Pans Pk 19 Lulagun Tnl D.C., after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

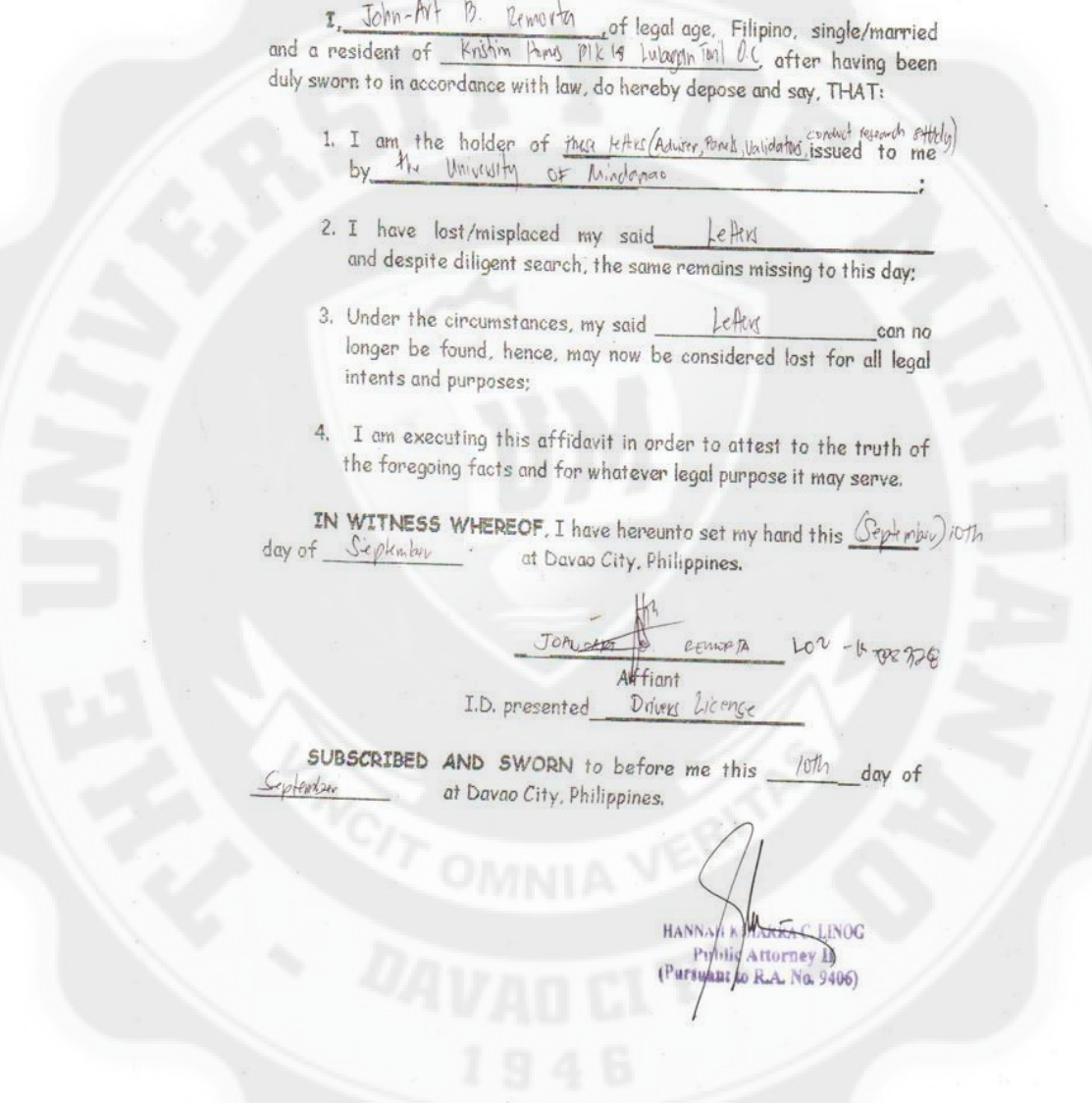
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2. I have lost/misplaced my said Letters and despite diligent search, the same remains missing to this day;
3. Under the circumstances, my said Letters can no longer be found, hence, may now be considered lost for all legal intents and purposes;
4. I am executing this affidavit in order to attest to the truth of the foregoing facts and for whatever legal purpose it may serve.

IN WITNESS WHEREOF, I have hereunto set my hand this September 10th day of September at Davao City, Philippines.

John-Art D. Remota
Affiant
I.D. presented Drivers License

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

HANNAH R. MADRAGA LINOG
Public Attorney II
(Pursuant to R.A. No. 9406)



REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art B. Remorta, of legal age, Filipino, single/married and a resident of Kristina Homes Blk 14 Lubogan Toril D.C., after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

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3. Under the circumstances, my said Letters can no longer be found, hence, may now be considered lost for all legal intents and purposes;
4. I am executing this affidavit in order to attest to the truth of the foregoing facts and for whatever legal purpose it may serve.

IN WITNESS WHEREOF, I have hereunto set my hand this September 10th day of September at Davao City, Philippines.

John-Art B. Remorta
Affiant


I.D. presented Drivers License - L02-19-008370

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

Hannah Wilfredo C. Linog
Public Attorney
(Pursuant to R.A. No. 9406)

REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF TRANSPORTATION
LAND TRANSPORTATION OFFICE

NON-PROFESSIONAL DRIVER'S LICENSE



Last Name: First Name: Middle Name:
REMORTA, JOHN-ART BANDOLY

Nationality: Sex: Date of Birth: Weight (kg): Height (cm):
PHL: M: 1998/09/17: 55: 175

Address:
**KRISTINA HOMES BLK 14 LUBOGAN TORIL
DAVAO CITY**

License No.: Expiration Date: Agency Code:
L02-19-008370 2023/09/17 L02

Photo Type: Issue Date: Remarks:
SERVING NONE

Signature of Licensee: John-Art B. Remorta
EDGAR CALAYANTE
Acting Secretary

APPENDIXE

LETTER TO THE STATISTICIAN

LETTER TO THE STATISTICIAN

September 4, 2019

VICENTE SALVADOR E. MONTAÑO, DBA
College of Business Administration Education
University of Mindanao

Dear Dr. Montaña

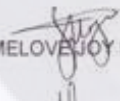
Good day!


You are chosen to be our expert Statistician for our research study entitled "Self-actualization of Selected Working Students at Outsourcing Philippines Inc.". We humbly request for your valuable time and knowledge to be consulted for our research endeavor.

Knowing fully of your expertise along the line, we wish your help for the possible enhancement of our work.

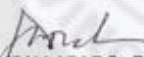
Thank you and more power.

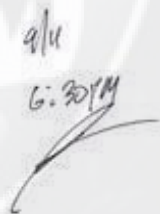
Respectfully yours,


JOME LOVE JOY FLAGA


John-Art B. Remorta

Noted by:


MYRNA VIADO, DBA
Class Adviser


9/4
6:30 PM
GLENNDON SOBREJUANITE, MBA
Research Coordinator

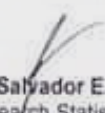
VICENTE SALVADOR E. MONTAÑO, DBA
Dean, College of Business Administration Education

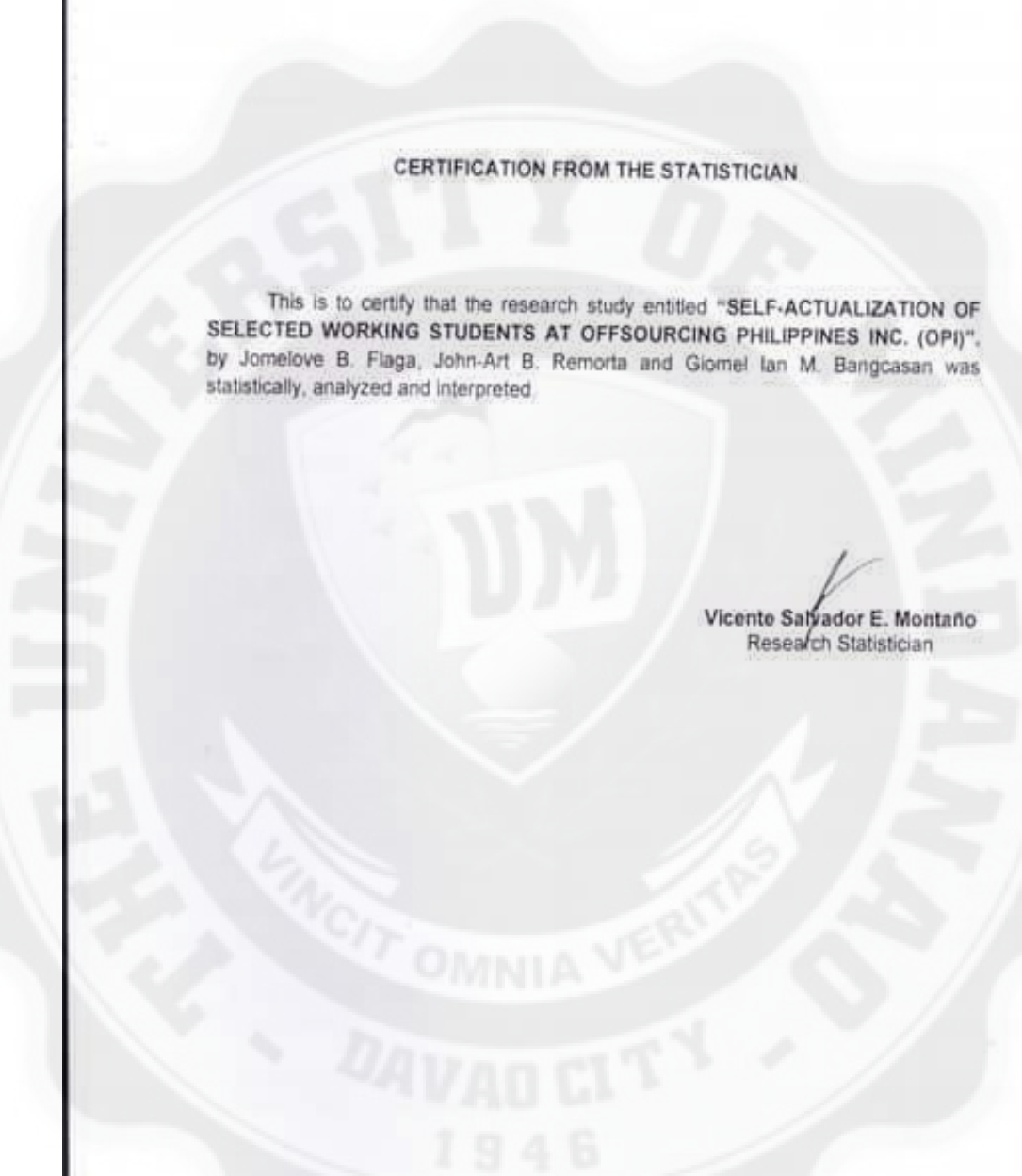
APPENDIX

FCERTIFICATIONFROMTHESTATISTICIAN

CERTIFICATION FROM THE STATISTICIAN

This is to certify that the research study entitled "SELF-ACTUALIZATION OF SELECTED WORKING STUDENTS AT OFFSHORING PHILIPPINES INC. (OPI)", by Jomelove B. Flaga, John-Art B. Remorta and Giomel Ian M. Bangcasan was statistically, analyzed and interpreted.


Vicente Salvador E. Montaño
Research Statistician



APPENDIX
GTURNITINCERTIDICATIO
N

**SELF-ACTUALIZATION OF SELECTED WORKING STUDENTS
AT OFFSHORING PHILIPPINES INC. BY FLAGA**

ORIGINALITY REPORT

16%

SIMILARITY INDEX

12%

INTERNET SOURCES

5%

PUBLICATIONS

13%

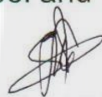
STUDENT PAPERS

MATCH ALL SOURCES (ONLY SELECTED SOURCE PRINTED)

5%

★ Submitted to Southville International School and
Colleges

Student Paper

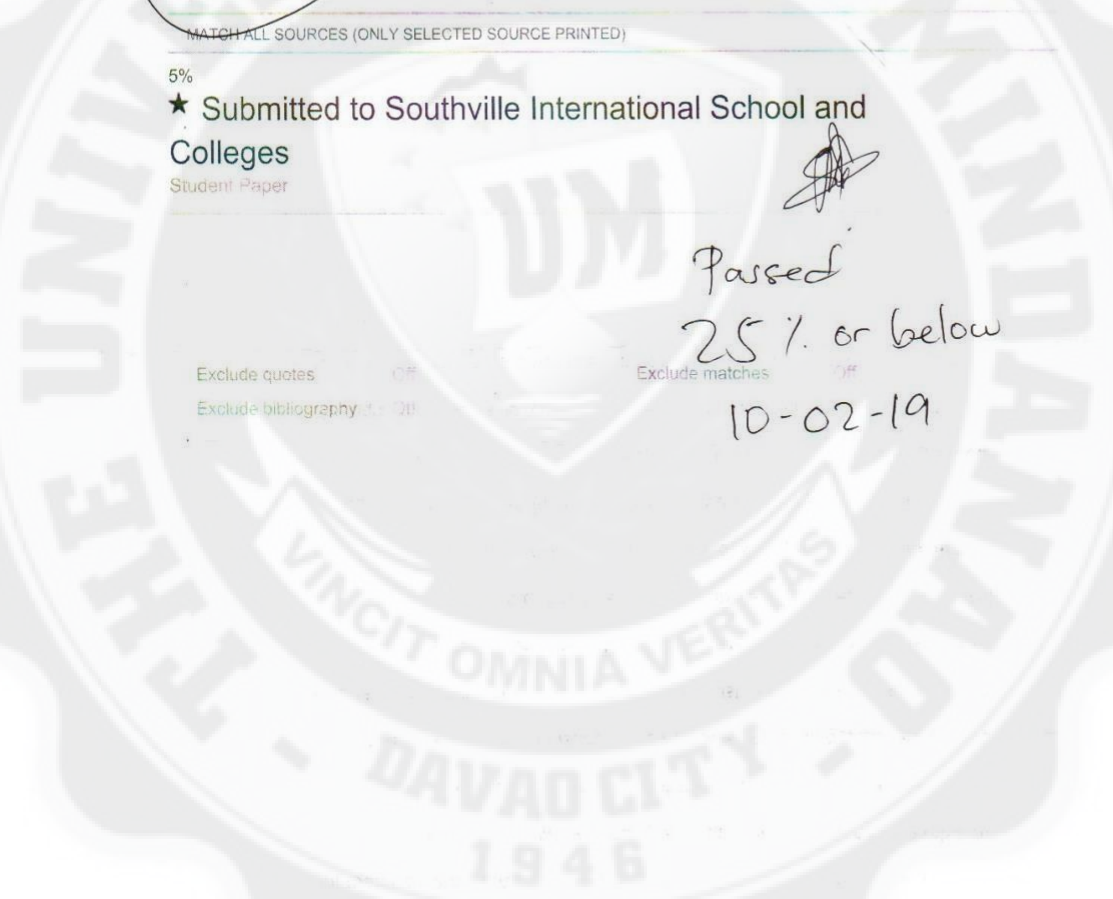


Passed
25% or below
10-02-19

Exclude quotes

Exclude matches

Exclude bibliography



APPENDIX

HGRAMMARLYCERTIFICATION



Report: SELF-ACTUALIZATION OF SELECTED WORKING STUDENTS AT OFFSOURCING PHILIP...

SELF-ACTUALIZATION OF SELECTED WORKING STUDENTS AT OFFSOURCING PHILIPPINES INC.

by Glenndon Sobrejuanite

General metrics

64,510	9,080	989	36 min 19 sec	1 hr 9 min
characters	words	sentences	reading time	speaking time

Score

95


This text scores better than 95% of all texts checked by Grammarly

Writing Issues

211	115	96
Issues left	Critical	Advanced

Plagiarism

This text hasn't been checked for plagiarism



303-07112022-0404

REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art B. Remorta of legal age, Filipino, single/married and a resident of Kristina Homes Blk 14 Lubogan Toril D.C., after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

1. I am the holder of these letters (Admittance, Permit, Validation, conduct research etc.) issued to me by the University of Mindanao;
2. I have lost/misplaced my said Letters and despite diligent search, the same remains missing to this day;
3. Under the circumstances, my said Letters can no longer be found, hence, may now be considered lost for all legal intents and purposes;
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IN WITNESS WHEREOF, I have hereunto set my hand this September 10th day of September at Davao City, Philippines.

John-Art B. Remorta
Affiant


I.D. presented Drivers License - L02-19-008370

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

Hannah Maricela Linog
Public Attorney
(Pursuant to R.A. No. 9406)

REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF TRANSPORTATION
LAND TRANSPORTATION OFFICE

NON-PROFESSIONAL DRIVER'S LICENSE



Last Name, First Name, Middle Name
REMORTA, JOHN-ART SANDOY

Nationality Sex Date of Birth Weight (kg) Height (cm) Eye Color
PHL M 1996/09/17 65 175 BROWN

Address
KRISTINA HOMES BLK 14 LUBOGAN TORIL
DAVAO CITY

License No. Expiration Date Agency Code
L02-19-008370 2023/09/17 LC2

Signature of Licensee
EDGAR S. CALVARITE
Assistant Secretary

APPENDIX

ICERTIFICATIONOFAPPEARANCE

REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art D. Remarta, of legal age, Filipino, single/married and a resident of Krishna Pans Pk 19 Lulagun Tal D.C., after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

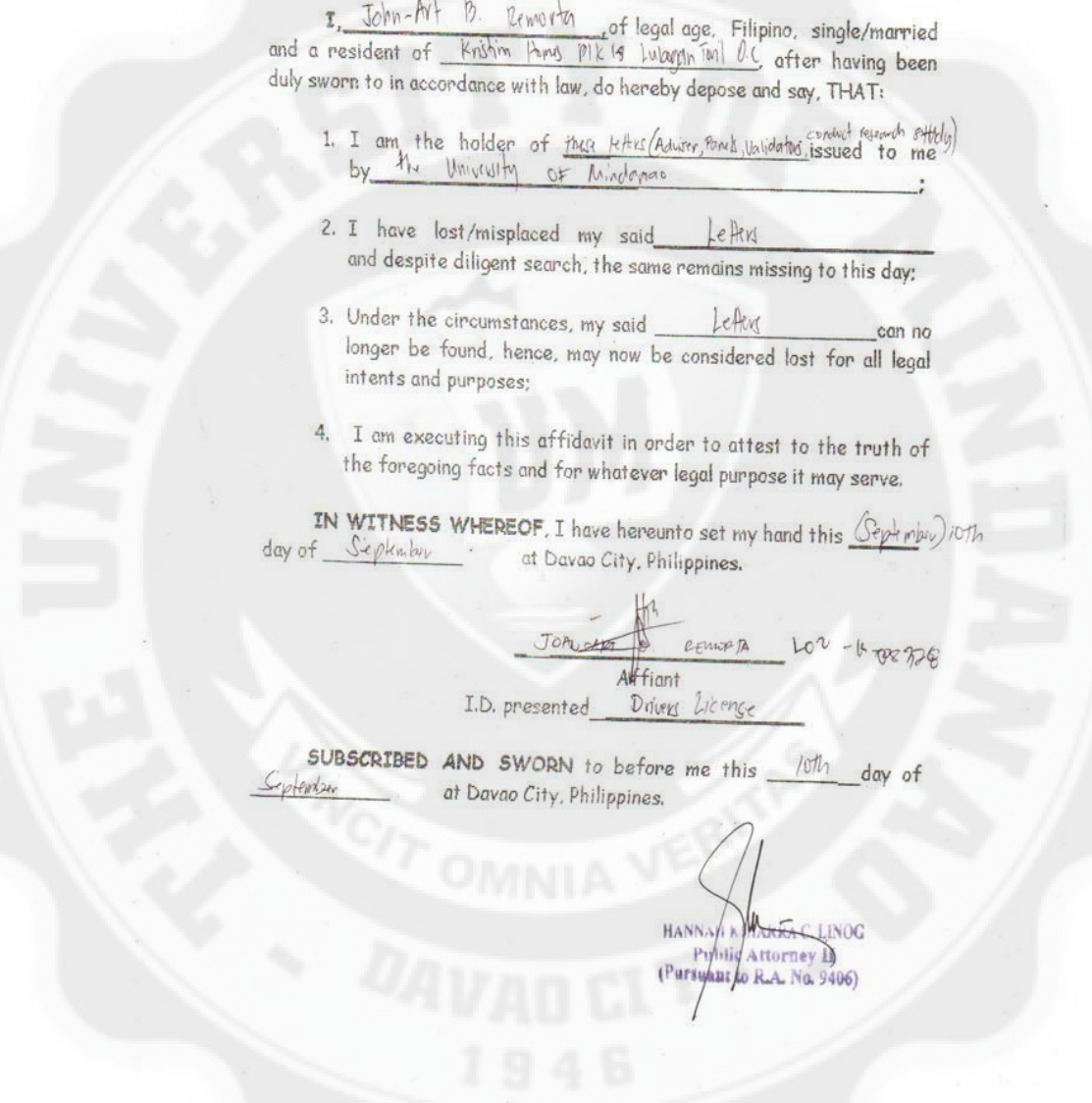
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IN WITNESS WHEREOF, I have hereunto set my hand this September 10th day of September at Davao City, Philippines.

John-Art D. Remarta
Affiant
I.D. presented Drivers License

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

HANNAH R. MADRAGA LINOG
Public Attorney II
(Pursuant to R.A. No. 9406)



REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art B. Remorta of legal age, Filipino, single/married and a resident of Kristina Homes Blk 14 Lubogan Toril D.C., after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

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John-Art B. Remorta
Affiant


I.D. presented Drivers License - L02-19-008370

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

Hannah Maricel Linog
Public Attorney
(Pursuant to R.A. No. 9406)

REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF TRANSPORTATION
LAND TRANSPORTATION OFFICE

NON-PROFESSIONAL DRIVER'S LICENSE



Last Name, First Name, Middle Name
REMORTA, JOHN-ART SANDOY

Nationality Sex Date of Birth Weight (kg) Height (cm)
PHL M 1996/09/17 65 175

Address
KRISTINA HOMES BLK 14 LUBOGAN TORIL
DAVAO CITY

License No. Expiration Date Agency Code
L02-19-008370 2023/09/17 LC2

Eye Color
BROWN

Restrictions
NONE

Signature of Licensee
John-Art B. Remorta

Signature of Issuing Authority
Edgar C. Alvarite
Assistant Secretary

APPENDIX

JTABLES

REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art D. Remota, of legal age, Filipino, single/married
and a resident of Krishna Pans Pk 19 Lulagun Tml D.C., after having been
duly sworn to in accordance with law, do hereby depose and say, THAT:

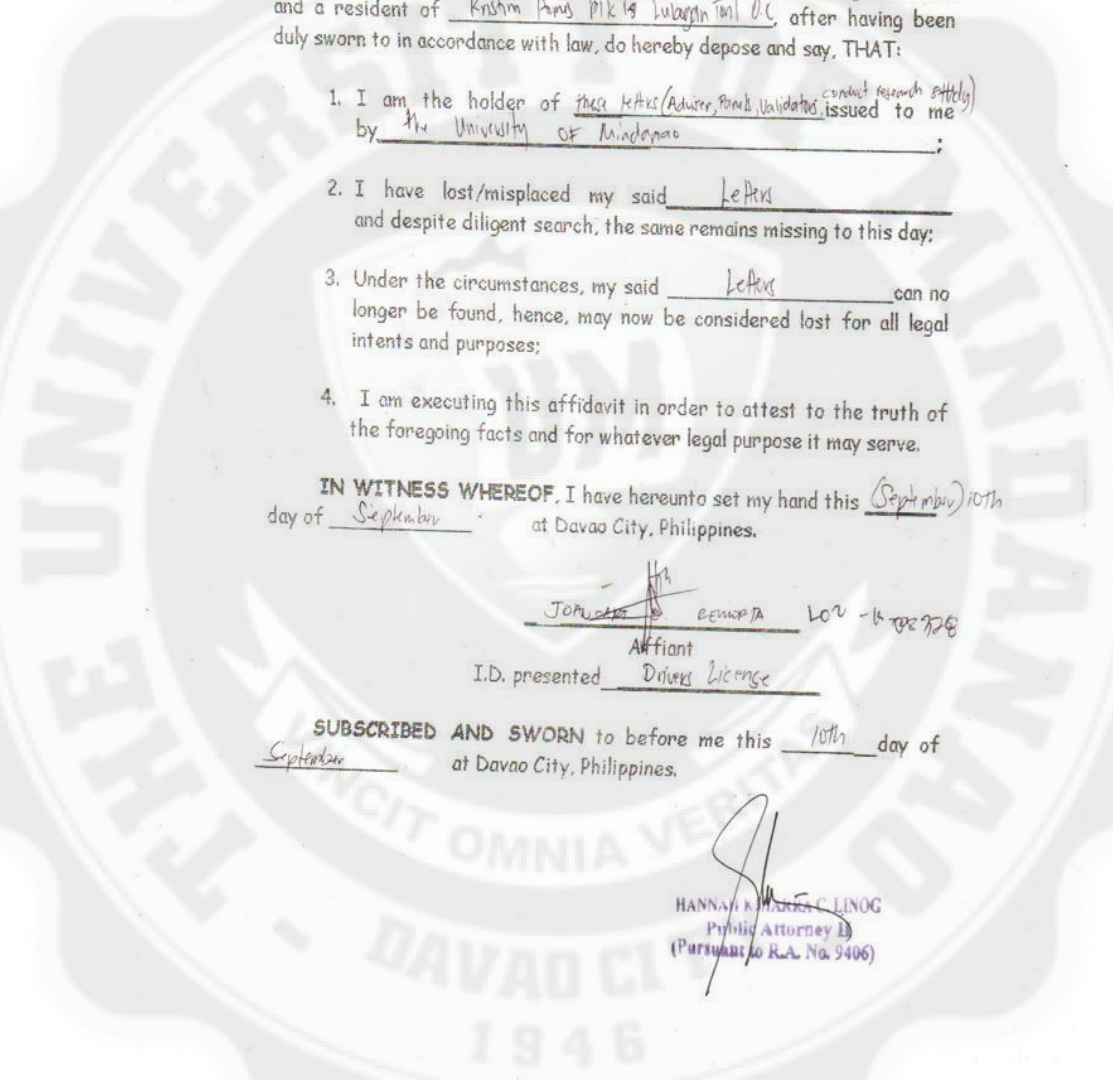
1. I am the holder of three letters (Adviser, Panel, Validator, conduct research etc.)
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day of September at Davao City, Philippines.

John-Art D. Remota
Affiant
I.D. presented Drivers License

SUBSCRIBED AND SWORN to before me this 10th day of
September at Davao City, Philippines.

Hanna R. Madge C. Linog
Public Attorney II
(Pursuant to R.A. No. 9406)



REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF DAVAO...)S.S.
X-----X

AFFIDAVIT OF LOSS

I, John-Art B. Remorta of legal age, Filipino, single/married and a resident of Kristina Homes Blk 14 Lubogan Toril D.C., after having been duly sworn to in accordance with law, do hereby depose and say, THAT:

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John-Art B. Remorta
Affiant


I.D. presented Drivers License - L02-19-008370

SUBSCRIBED AND SWORN to before me this 10th day of September at Davao City, Philippines.

Hannah Maricel Linog
Public Attorney
(Pursuant to R.A. No. 9406)

REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF TRANSPORTATION
LAND TRANSPORTATION OFFICE

NON-PROFESSIONAL DRIVER'S LICENSE



Last Name, First Name, Middle Name
REMORTA, JOHN-ART SANDOY

Nationality Sex Date of Birth Weight (kg) Height (cm) Eye Color
PHL M 1996/09/17 65 175 BROWN

Address
KRISTINA HOMES BLK 14 LUBOGAN TORIL
DAVAO CITY

License No. Expiration Date Agency Code
L02-19-008370 2023/09/17 LC2

Signature of Licensee
EDGAR C. CALVARITE
Assistant Secretary

APPENDIX
KCURRICULUMVITA
E



GIOMEL IAN M. BANGCASAN

80 Garcia Heights, Davao

Citygiomelian97@gmail.com(

+63)9613376421

PERSONAL BACKGROUND

BirthDate	:	August 3, 1997
Citizenship	:	Filipino
CivilStatus	:	Single
Height	:	5'7ft.
Religion	:	Catholic
Language	:	Visayan, Tagalog, English

EDUCATIONAL BACKGROUND

Tertiary	:	BS in Human Resource Management University of Mindanao
Secondary	:	Assumption Academy of
Compostela Primary:		Assumption Academy of Compostela



JOHNARTB.REMORTA

Toril, Davao

Cityjohnartremorta@gmail.

com(+63)9093133091

PERSONALBACKGROUND

BirthDate	:	September17,1996
Citizenship	:	Filipino
CivilStatus	:	Single
Height	:	5'3ft.
Religion	:	Christian
Language	:	Visayan,Tagalog,English

EDUCATIONALBACKGROUND

Tertiary	:	BSinHumanResourceManagement University of
MindanaoSecondary	:	Loreto National High
SchoolPrimary	:	JandayugongElementarySchool



JOMELOVEB.FLAGA

Hizon Road Pampanga, Davao

Cityjomeloveflaga@gmail.com

(+63)9365675144

PERSONALBACKGROUND

BirthDate	:	April1,1987
Citizenship	:	Filipino
CivilStatus	:	Single
Height	:	4'11ft.
Religion	:	Christian
Language	:	Visayan,Tagalog,English

EDUCATIONALBACKGROUND

Tertiary	:	BSinHumanResourceManagement University of
MindanaoSecondary	:	Davao City National High
SchoolPrimary	:	Sasa ElementarySchool