

The Untold Stories of Working Students: Failures, Successes, and Prospects

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Abstract: Quality education is the prime dream of every student. However, for the poor and underprivileged students, the burden of acquiring a college degree required a lot of perseverance and hardship. Therefore, this study revealed the experiences of working students' failures, successes, and prospects. It applied a phenomenological qualitative research design where the twenty (20) identified working students, their select classmates, and teachers served as the population of the study. The data gathered through an in-depth- one-on-one interview with the participants and analyzed with the use of the MAXQDA software. The study revealed the situation of working students is really tough and very stressful. They have difficulty complying with school requirements. The advantages of being a working student help them learn how to prioritize and manage their time and boost their self-confidence. The disadvantages include incurring school tardiness leading to poor academic performance. The strength of working students includes being optimistic and managing setting priorities in life. On the other hand, the weaknesses of having difficulty fixing conflicting schedules and mental exhaustion.

Keywords: Failures, Prospects, Successes, Winners amidst Circumstances, Working Students

I. INTRODUCTION

Quality education is the prime dream of every Filipino student. This access to education is possible because of the implementation of free tuition and miscellaneous fees in State Universities and Colleges (SUCs). (Montemayor 2018).

However, despite of free tuition fee, according to Curambao (2015), not all parents have enough income to send and support their children in school especially in college. As a result, because of poverty, some students need to support themselves by becoming working students. Being a working student may be a responsibility of the many less fortunate but willing young adults and adult individuals. Besides, for the poor and underprivileged students, the burden of acquiring a college degree required a lot of perseverance and hardship. Everyday expenses not covered by the free tuition and miscellaneous fees remain their big problem. To cover their other needs including their responsibilities to their family, students look for part-time or full-time jobs.

It is a reality that over the years, working students experience a struggle to balance work and study. The financial crisis is still the primary reason why students take jobs. Coping from school to work and academic requirements is truly an overwhelming task. Most of these working students do not finish their course on the prescribed time and most often than not, they get a low passing rate in the Board examination.

As a matter of fact, the study besides a job is not a simple combination, but there is some reason why students prefer to choose for it. For example, you have to work to pay the living costs because there is no other option. Or you want to work besides study to gain experience and knowledge for the future. (Abdul Hamid 2016)

It is in this position that the researchers impelled to explore more on the different stories that the working students could share that will inspire other working students' to continue with their life. This also aim to fill the gaps by making flexible solutions on how these working students can raise their academic performance despite the additional responsibilities they need to do as part-time workers. This will contribute to the studies in the field of education related to students' involvements who are employed while studying.

Research Questions:

1. How may the students' views of working while studying?
2. What are the advantages and disadvantages of being a working student?
3. What are the strength and weaknesses of the working students?

II. LITERATURE REVIEW

2.1 Purpose of Working While Studying

In the research of Villahermosa et.al, (2015), it is typical nowadays for students to work while studying to pursue their dreams in life. Expenditures for college education` are never cheaper as generation passes by. Most families cannot afford to send their children to pursue a college degree. Hence, one of the simplest ways to earn a degree and fulfill dreams is to work while studying. Some of the working students are employed in the fast-food chain as a service crew. Others established their own small business. Some function as student assistants in colleges and universities and this is often a standard strategy.

What the underprivileged students can do if they don't have any option but to work? Is it the end of their futures? More studies proved that there are more store opportunities for these students.

According to Dante (2016), with the ever-increasing cost of college education, having parents pay for school makes a huge difference. Unfortunately, not all students are that lucky, and the vast majority who are not blessed have to take

out loans and work to support themselves while they finish their studies. Now, working while studying is not the end of the world, and there are provisions made to facilitate this, but it is still a challenge and perhaps one of the busiest and tiresome times in one's life.

Besides, in the study of Ermac et.al (2017), it revealed that a working student is a person who works so he can finish his studies and help his parents. Students worked for their tuition. Being a working student was becoming the simplest version of themselves. That "poverty isn't a hindrance to education" theme was the crucial element of the respondents' overwhelming experience.

2.2 Collegiate Level as Working Students

More working students are at the college level, proven by the studies presented below. Their stories are tangible proofs that dual roles of being students and workers are possible for the quest to success.

The study of Frigillan (2015), it revealed that the participants' self-esteem, academic performance, and time management are not affected by their status as on-campus full-time students and working part-time from two-fours a day. While working part-time, the participants encountered varied emotions as happiness for earning and being independent; sadness for being far away from home; and annoyance of labor pressure. Their ambition to end their studies and to be ready to work inspired them most.

Likewise, Kwadzo (2014), explores international students' experiences with studying and working at a North Eastern public university. The results of this study showed that these students obtained the accountabilities from being both students and employees in some ways. Although, they also encountered emotional and physical difficulties which resulted in fatigue, sleeplessness, multirole problems, homesickness, and distress. What is good to these students are their coping mechanisms. They effectively applied to find social support from family and friends.

III. MATERIALS AND METHODS

- a. *Research Design:* This study used a phenomenological qualitative research design to unveil the experiences of the working students in the college.
- b. *Population and Sampling:* Twenty (20) identified working students with their select classmates, and teachers comprise the total population of the study. According to Creswell (2013), a phenomenological study recommends at least 5 – 25 participants. The number of participants helps the researchers reached the saturation needed for more realistic findings. It used purposive and selective sampling. These selected working students, some of their teachers and classmates are the participants in this study. They can provide in-depth and detailed information about the phenomenon under investigation.

Instrumentation: The participants' human rights, health, and safety were considered and protected in the study. The

researchers requested their informed consent. A Focus Group Discussion (FGD) with the participants oriented them about the purpose of the study, objectives, and expected outputs. Three separate group of participants were interviewed for more organize and systematic processes. Triangulation validated the data from the participants.

- c. *Treatment of Data:* All the documents needed were secured with proper consent from the concerned authorities. All consultations in the FGD and in-depth one-on-one interviews were recorded and transcribed verbatim. During data analysis, the researchers employed reflective journaling to record pieces of the interview and personal reflections. The researchers clustered the results and created themes.
- d. *Data Analysis Plan:* MAXQDA software package for qualitative research was used that facilitated a precise data analysis.

IV. RESULTS AND DISCUSSION

1. Working Students' Present Situation

1.1 Tough Condition

Participant C mentioned, right now that we are under community quarantine, it is hard for me to study because of the lack of reliable internet. My father is a driver, his sector is one of the most affected because of the pandemic. So we both have to work to earn money for our family.

Participant I also said, I wanted to help my parents to lessen their worries because it is different for them to send their children to college. You need to think in advance why? I said time management because if you don't have that, it will be difficult, you will be confused about what you will prioritize. I got used to it because I learned to adjust. The most striking situations for me as a working student are when we are in practice teaching, I need to adjust because I need to make a lesson plan, make materials and study our lessons for tomorrow. I do my assignments in my vacant periods in advance and study my lesson the next day. As a working student, your decision-making about life is not easy. As a beginner working student, it is difficult to adjust because you are still used to studying in the morning and working at night, I had a hard time at first, after a while, I got used to it.

Participant L answered, It is hard for me, I get more inspiration to continue because the feeling that you are struggling with a dream to achieve is different because it is worth the effort when you accomplish something.

Participant J also answered it was difficult, especially when you manage your time at school and work need time management to catch up on your schooling. As time goes on, my body can get used to the daily routine, nice to feel that you don't need to worry about the school fees, no need for me to ask my parents. The important thing is that I enjoy it.

Participant B said, it also affects my grade because I pay a lot of attention and spend more time working than studying. As a student, working helps me with my expenses in school and other personal needs.

Participant H also answered, being a working student is not easy, and there are times that instead of resting, you need to do your job, and you need to work.

Participant O mentioned I lack time, especially in school. My situation is very difficult and will neglect a lot even yourself as well.

Participant F, it is all right, there is a hassle because of coping with all the school requirements and my work in the fast food.

Participant G, as a working student, it is not easy to integrate work and study.

Participant S, for me, it is not easy to be a working student. In my current situation, it is difficult because I have to divide my time between work and study.

Participant A answered, as a working student, it is a consummate and tough situation because you need to be multitasked at all times.

Participant D, it is hard, I need to balance my time for my work and schooling. Sometimes, I wanted to give up, but I was thinking that I can do it.

Participant E, I would say that balancing your time is hard, but I do take a lot of time with my study, although it is hard on our part as working students, fortunately, I can do handle them both.

Participant K, for me, my current situation is difficult because I just need to be given time. I work to support my study. I'm studying so that I can get better job opportunities.

Participant N answered, being a working student is not easy. Tired because after school, I go straight to work as well as stay up late because I get home late at night and wake up early to go back to school.

Participant P, at first, it will be hard because it takes a lot of courage and dedication, well we all know that being a "working student" is not that easy. In my situation right now, I was in a state of culture shock because it is my first time, it's not the usual thing that I used to do and I need to do some adjustments.

Participant Q, it's hard because it's tiring but it's necessary. At school, your brain is tired. At work, my body is tired also. You can't complain because you have to work but it is very tiring so sometimes you want to give up.

Participant R, The working students are amazing for me, because we can combine work and study. In my situation, it is a bit difficult, but I have to do it so that I can finish school and help my parents.

Participant S, for me, it is not easy to be a working student. In my current situation, it is difficult because I have to divide my time to work and study.

Participant T, at first it was difficult because I need to go to school in the morning and attend my work at night. I got used to it.

The data are the same with Fenech (2018) both studies obtained similar reasons why students force to work and that is because of financial necessity. These findings, which are similar to Jewell (2014), revealed that work experience while studying becomes a signal that students have certain desirable qualities such as stronger motivation, ambition, and better time management skills. The participants also disclosed that working alongside work affects their grades negatively. Even though they earned money that augments their finances, but also resulted in health problems. The responses from the participants also showed that working students learned to multi-tasks. These findings confirmed the findings of Gutierrez (2019) that the working students can cope with multiple roles.

1.2 Teacher Participants Described Their Students'

Having Difficulty in Complying with School Requirements

Participant D related that working students missed the activities and lessons for the day, thus there are possibilities that they will not understand the lesson set for the day. Though some working students are responsible, they do not want their studies to be sacrificed. Working students in my class are trying their best to attend their classes and cope with the lessons and activities. But there are times where they need to be absent for a reason that they woke up late because of the night shift or important tasks need to complete in their work or office.

Participant E mentioned that a student who is working while studying is a challenging experience. Based on my records, most working students have poor academic performance. The reasons are: being late attending their class, disoriented during the discussion, got a low score in terms of quizzes and exams, and marked as late in the submission of requirements.

Participant C disclosed, they are sometimes late in school and other submissions of projects or assignments, but I give some consideration to them because I understand their difficulties as working students.

Participant F answered, that most of the working students have struggled in the new setup of education today, some of them can't adjust with their class schedule and work schedule, and they feel tired at work and still have difficulty in finding time to comply with school requirements.

Participant G answered that some of my students who are currently working are having difficulty submitting schools works at the given time.

Participant A, I think they manage their time quite well except during the times that they are being assigned to the

graveyard shift. But they also say that their superiors consider their cases as “working students” and as much as possible their kind bosses arrange their schedule to avoid conflict with their classes. They are truly amazing because they utilize their time wisely.

Participant C, from my observations, I saw them trying to cope with both work and school.

Participant B said, it can be rigorous but also rewarding especially if they helped their parents in supporting their everyday needs. It can also be good as I observed with some of my students who are studying while working at the same time during the present condition, takes a lot of hard work. However, they encountered struggles and challenges in life just to achieve their goals or dreams in life.

The data from the teacher participants revealed that working students have low grades. According to Neyt (2017), it is true that working students have poor academic performances. They are experiencing difficulty in complying with school requirements. Their teachers think that they have a difficult situation even though according to Del Rosario and Ancho (2020), their teachers are decent and performing well so that the students particularly the working students can easily understand the lessons.

1.3 Classmate Participants Described the Working Students

Difficulty in Managing Time

Participant E said, working while studying is hard as I witnessed how my classmates struggle to manage their time in school while working.

Participant G revealed that their classmates who are working students are always in a hurry. They are always thinking of their work after school.

Participant C, being a working student during this new normal is way too challenging. Aside from adjustments in the new medium of learning, students are also required to cope up with the issues relating to conflicts of schedules.

Participant B said I saw to them that they are always tired but they need to do that to pursue their dreams because not all students have parents to support their studies.

Participant A observed that some of them went to school late while others are sleeping in class because of exhaustion to work. Some of them are having difficulty attending synchronous sessions because most of their working hours coincide with the online lecture itself.

Participant F noticed that they were sometimes late in classes and very sleepy.

The data from the classmates of the other students that the working students found it difficult in managing time, with the conflicting schedule. They are also exhausted and having difficulty attending the synchronous session. These are similar to the findings of Gutierrez (2019) that the struggle of the working students is the difficulty in managing time.

Overall, these findings emerged a theme of Life Treasures despite their difficulties. They still manage to help their family, value education and time.

2. Advantages and Disadvantage as a Working Students

2.1. Working Student Participant Learned to Prioritize

Participant O answered, my advantage is to do not let myself neglect my priorities and goals in life.

Participant L, the advantage is that you can handle the number of people around you that when I commit a mistake, it is not a big deal to me what they will think because I have nothing to be ashamed of them.

Participant M added that we have an advantage over others because we have the experience that we are no longer ashamed to socialize with other people.

Participant J revealed that I think the advantage of being a working student because we are confident in dealing with many people. We build up the leadership that we do in work as crew trainers. I also use leadership skills in school when I lead my group in a school activity.

Participant B affects our grades and classroom performance due to lack of sleep and body rest. I'm not doing the activities well at school and I also don't have enough time to review.

Participant J, the disadvantages of working while studying affect mostly in my performance in school. I am usually late for classes. I also have some absences. I did not submit the requirements on time. I can't review my lessons well because I cannot focus on the lessons.

Participant L, the disadvantage is about the project or assignments in school that sometimes I can't catch up with right away because I fall asleep in class.

Participant M, the disadvantage is that sometimes we cannot comply with the requirements because of work sometimes we are late for class because of our work.

Participant N, weakening the body due to extreme fatigue and constant vigilance, lack of sufficient time to study lessons that cause low performance.

Participant P, the disadvantage is that you don't have enough quality time with your loved ones, and it affects you in school in some aspects and your health is at risk because you don't have enough rest. It affects my performance as a student.

Participant Q, the disadvantage is that it will drain you especially if you need to extend time on your duty. Instead of having a long time to do take-home activities or review your lessons, you cannot do it because you still need to work.

Participant S, my disadvantage as a working student is that I need to divide my time between work and school, there are opportunities for lessons and quizzes that I do not attend because of my work and high-stress level as a working student.

Participant B, the advantages for me of being working students are the following: help us with our allowance, being independent and give us a good working experience. My advantage is I already have experience in working.

The advantage for me of being a working student is that we can provide for our allowance and be independent.

Participant A mentioned you'll be less focused during class hours because of the sleepiness.

Participant C, there are times that you cannot do the things you have to do for school because of work, gets a short period of sleep, and even take away your focus on some of your lessons.

Participant F, meeting online need be able to focus on what the teacher says while interacting or negotiating with the customers.

Participant I, the disadvantage is the lack of sleep that sometimes resulted in being sleepy during the discussion time,

Participant K mentioned the disadvantages are that you do not focus on your studies because you divide your time every day, the effect is wrong because at first, we do not have complete sleep every day, we wake up early to go to school, after school, we go to work. We can't focus on school because we are sleepy and can't focus on work because we think a lot about school requirements.

Participant R, the only disadvantage I think is that I cannot enjoy much because time is limited and I do not participate in activities outside the school.

Participant G, there are a lot of times that you'll be late for school. I am usually late for classes and have some absences. I also committed tardiness because of a lack of sleep.

Participant F, the advantage is when I have my time I can do my school requirements at school because I could do it at night.

Participant N, the advantage for me, is being a responsible person and using time without wasting it. Having my own money to use and the ability to help the family.

Participant T, maybe my advantage is that I work here at school, so somehow I don't have a hard time. I divide my time really between work and study.

Participant A, the advantage of working while studying is that you get a chance to save up money.

Participant B, the advantages for me of being a working student are having my allowance, being independent, and giving us a good working experience by socializing with other people.

Participant C, the advantage of being a working student is that you can earn an amount for the work done and save for your education. If there is excess, you can also give it to your mom or dad.

Participant D, maybe my advantage is earning money while I go to school. I don't even ask my mom for an allowance. It

would help you to finance your own needs but you have to work hard for it.

Participant G, the advantage is that I can provide my financial needs in my study and also support my family to their needs.

Participant H, as an advantage of a working student like me, can support my daily needs. I can also provide for my family, and I can manage my earnings.

Participant K answered, my advantages are that I don't have to ask my parents for expenses because I have an income from my job.

Participant N, it's the advantage of being a responsible person and using time wisely as well as having your own money to use along with the ability to help the family.

Participant P, the advantage is that you are earning while studying, you can eat whatever and wherever you want to and you can buy your kinds of stuff and in school as well.

Participant Q mentioned that the advantage of working students is they have a stable income to meet their needs.

Participant R, the advantage for me is that I have my own money to use for school I do not have to ask my parents.

The participants pointed out the advantages of being a working is that they learned how to prioritize and have self-confidence. They also manage well in building leadership skills and earned a lot of experience. They managed time and independence that enhances capabilities that made them financially empowered. However, some disadvantages are revealed in this study. These are inattentiveness, tardiness, and poor academic performance. These results were verified in the study of Schoffstall and Arendt (2014), revealed both the positive and negative aspects of work experiences among students while completing their academic degrees.

2.2 Teacher Participant Considered Working Students with Poor Academic Performance

Participant C, the disadvantages are the lack of time to rest. They also need to look for extra time for doing other school activities.

Participant A, their performance as to their academics is influenced by other things besides their work... so I think it depends on how they are motivated (intrinsically) to still do better or do poorer in class.

Participants B, on the other hand, students who work more than 15 to 20 hours per week often experience decreased school success which can lead to dropping out entirely.

Participant B, Yes, I agree that the level of their academic performance based on grade, socialization, and compliance with course requirements and attendance.

Participant D, the students are less focused due to divided time between work and studies. Absences / coming late in the class were incurred due to tonight's shifting. Less time spent in the library works and always in a hurry, and students were physically tired in their work and decided to be absent in school.

Participant E, It is a challenge for them on how to maintain academic performance and get passing grades. Sometimes, asking for consideration from the professors is stressful that may lead to anxiety and poor academic performance.

Participant F, I believe that since they need to divide their time to work and studies, this can affect their academic performance.

Participant A, the downside is that, most often than not, student-workers miss some co/extra-curricular activities for they would prefer resting instead of attending. These activities are equally important to them.

Participant B, working long hours can also limit opportunities to build friendships and explore interests that enhance intellectual and emotional development.

Participant D, they are learning the concept of time management and prioritizing, and a sense of responsibility is being developed among them.

Participant C, The advantages for them includes the idea that they can provide for their own needs and expenses. They can help their family in terms of financial aspects.

Participant D, Advantages include; they can support their studies, they can help their families to augment their needs,

Participant E, I think the advantage of being a working student is can able to continue my studies despite the demands of academic requirements.

Participant F, Providing their own needs and helping their family while studying are the advantages of being a working student.

Participant D, for me, working teaches students about responsibility and can also reinforce what they are learning in school. They are learning the concept of time management and prioritizing, and a sense of responsibility is being developed among them.

Participant A, I have personally observed that students who experienced juggling their time between work and study eventually become more successful as they learn the craft of time management and planning.

Participant A, Working while studying promotes a positive attitude towards becoming a "real" worker when the time comes. I have personally observed that students who experienced juggling their time between work and study eventually become more successful as they learn the craft of time management and planning.

The teacher participants viewed the advantages of working students are learn to manage time, financially empowered, learn to be responsible, building leadership skills. The disadvantages are sacrificing health, poor academic performance, missing social activities. It is similar in the paper presented by Faizuddin (2018), the result shows that students understand the meaning of working while studying and how to deal with them in terms of overcoming the challenges. They need to have good time management, be dedicated, well-organized, and accountable for what they are doing.

2.3 Classmates Participants Observed Working Students

Incur School Tardiness But Learn to Manage Time

Participant E, I guess it was a disadvantage for some of my classmates most especially those who came from Balanga traveling to Dinalupihan they often received "late" remarks in the class attendance.

Participant B, sometimes it can lead to several health issues too like a headache. Next to the increase in stress level, they feel so much stress because they don't know what to do first. The disadvantages of working students are a distraction from work because even they are in school they still think about their work.

Participant C, as for the disadvantages, includes the imbalance of mental and physical health. Working while studying could affect the learner's academic performance when work could exhaust the student physically and mentally. In my opinion, the advantages as a working student are that they are trained to be flexible so that they could easily adapt to changes, aside from that they already practiced the application of time-management.

Participant A, disadvantages are having adjustment issues with their academic matters. Health matter also contributes to the disadvantages of working students. Students who lack enough sleep show little or no concentration at all in the class. They tend to cram which might result in poor performance. The main advantage of working while studying is that students will be able to shoulder their expenses and also lessen the financial burden to their families.

Participant D, the disadvantage is that they will need to give extra time for their study, overtime to finish the task, and not able to enter synchronous meetings Yes because their focus will split into two, one for their job and the other one is to their study.

Participant G, the disadvantage I think is their late submission of projects and requirements in school. They sometimes miss classes.

Participant B, based on my own opinion, one of the advantages of being a working student is they can help their parents with their expenses in school or daily allowance they are the ones who paid it instead of their parents. If they have

a little sibling they can also help them with their basic needs in school.

Participant D, one of the advantages is that they have money, they can provide the needs of their family and financial assistance to themselves.

Participant F, the advantage of being a working student includes additional income for them that they can use for their expenses.

Participant G, they can buy what they want to buy since they have money for that. They can also help their family most especially their siblings.

The classmate respondents revealed the advantages of working students. They learned to manage time and were financially empowered. However, disadvantages also disclosed, the working students incurred school tardiness. They also encountered having health concerns, inattentiveness, and poor academic performance. The findings are comparable to the research of Matano (2016). The results showed that working while studying utilizes massive time and effort among concerned students. However, it also revealed few effects on the academic standing of the learners. From the stories of the three groups of respondents, the theme that occurred is Winner Amidst the Circumstances.

3.1 Strength and weaknesses of the working students

Considered Being Optimistic

Participant L said I was able to think differently when you graduate because you can get a better job they say that knowledge no one can take you away so I just thought against it. There is no shortcut to success everyone goes through trials.

Participant O also mentioned, to overcome the problem is to always think positive and do not be shy to ask friends who support you. But I just did that motivation and I thought I would finish too then I also thought of my family who depends on me.

Participant J, I feel like I am an ordinary student studying as long as I am still part of an organization like the publication as layout director and as secretary that I enjoy while working, it is a matter of time management and it will be easy.

Participant R, all I did was have time management and prioritize the things that are important and reduce going out to have more time for me to do the assignment. I think what I did was okay because I was able to catch up on the due dates of the activity, I was able to catch up with the lesson, I was not too late anymore.

Participant C, perseverance and determination drive me to continue and not complain.

Participant H said I have inspirations and dreams to fight for and keep going. But even you lack sleep, you have to come to school to finish your degree. I overcame that by persevering and staying awake to do the things I still have to make a little sacrifice for my dream.

Participant C revealed that when I got my free time at school, I take a nap. When there are days that I don't have to work, I rest early.

Participant P, proper time management helps me overcome these challenges by having so-called "time-management", having time on that particular kind of stuff, whenever I have free time in school I use it to review my school lessons.

Participant A, through asking help to my co-students about the details of the task I quickly finish it on time, and if their vacant time I'll go to a comfortable place and get a nap. The difficulty focusing on studies is due to sleepiness. It is difficult in participating in unexpected group activities such as making a movie because of loaded working schedules. I had a lot of problems I encountered when I was working while studying, first is that the difficulty of traveling going home, you get to go home at 1 am from 6 hours' duty, because you get to encounter drunk men.

Participant D, but I was doing well with the help of other friends. I could say that I had overcome all the trials because from the first year I was a working student and I am now 3rd year.

Participant E, but I've overcome it through prayer and nice meeting with my friend who encourages and builds me up.

Participant G, I overcome this problem by asking my group mates to give my part as a member to do it even I am in the house. Sometimes, if it is a video presentation I always ask my leader to perform the task when my time is available.

Participant I, there were times that we need to sleep over and work on our thesis because we are running out of time. There were times that after working until midnight, I proceeded to my classmate's house to join my group in doing our thesis to complete it and make it more scholarly. Perhaps, there's a lot of trials that came on my way and one of those is my thesis, we all know that thesis is one of the hardest parts of college.

Participant K, my solutions are probably to apply the supports of your classmate your friend so that you can overcome such a problem.

Participant P, not have enough quality time to spend with your family because after school next is your work and when you arrived home it's already midnight and they are all asleep. Health risk issues, difficulties of being an irregular student, managing time, family support, and even social pressures were hard for them.

Participant M answered, one of my problems was when our event is a debut party and sometimes we go home at 3:00 am and then I have work the next day. First, it risks your health because of not having enough time to rest or sleep because sometimes you need to do some projects and assignments after work even if it is already past midnight.

Participant L mentioned, there was a time when I wanted to go abroad I thought it would be hard to stop because when you are an irregular student you sometimes don't know the

whole thing around so I lost my interest in finishing my degree even more,

Participant J, maybe time management is one of the problems of our working students because at first, it was really difficult for us to adjust the time and divide the time between school and work.

Participant N, maybe it's that being late for school, so what I did as long as I had the opportunity to sleep at least half an hour is what I do so that somehow I can accumulate a lot of energy to be used in my work.

Participant Q, time management is very difficult because you can't handle your time with either of the two at school, not because you came home, there is nothing right to do, because at school, everything that has to be done, then also at work, you have nothing to do if the manager requested for you to extend on duty.

Participant S said the problem was the time because time was divided between work and study.

Participant F, my family's support, for I need to earn extra money in paying for all the expenses at home. Especially online classes need an Internet connection.

Participant E said the stress, flaws, rejection, and pressure are always there.

Participant C, there are times I need to be up until 2 am to finish my school requirements and wake up at 5 am to prepare for school.

Participant D, one that would be the deadline for the projects, another final exam but not enough reviews.

Participant G, the problems or the trials that I faced when working while studying were the times that I need to participate with my group mates to perform or as a requirement of a subject.

Participant B, the problems that I encounter are lack of time on making projects and lack of time on reviewing.

Participant P, during exam week I don't have enough time to review due to lack of time and tiredness. I also lack sleep, I cannot focus, and do not have much time to do assignments. I often enter late. Whenever we have a group activity, doing a short film so as a member I need to cooperate with my group, so sometimes I come late on my work.

The narratives that originated from the interview with the working students, they considered being optimistic, learning to manage time, faith, to persevere, taking rest whenever possible, proper time management, peer support, inability to spend time with family, health risk issues, problem being an irregular student, difficulty in managing time, difficulty in getting family support, social pressure, difficulty in complying to school requirements, difficulty in focusing on studies, difficulty in attending activities, and travel back home are the numerous problems they are facing.

3.2 Strength and weaknesses of the working students *as Observed by the Teachers*

Setting priorities

Participant B also set goals for completion. They plan and prioritize the tasks based on when the assignment is due and how much time they need to complete it. In short, can able to set a list of priorities despite their busy schedules to ensure that the daily routines will be accomplished for the day. As their teacher, I should guide and keep on reminding them to have proper time management and set priorities.

Participant C said one will suffer, but they can both be successful as long as they focus on achieving their dreams. You cannot serve two masters at the same time.

Participant F was also assisted by their teachers, classmates, and friends in terms of school requirements.

Participant E, time management is the key on how to getting through all the demands of academic requirements.

Participant F, manage it by taking the work schedule at night and class schedule in the daytime.

Participant A, for my students, sends an official excuse letter and makes a plea for a special quiz. If they miss a lesson, their classmates are willing to lend them notes.

Participant D, I talk to them and remind them of their deficiencies in their studies, they need to exert time and effort to cope with incomplete projects or requirements. Yes, they met problems and difficulties in coping up with their studies.

Participant G, try to negotiate with their teacher to consider because of their situation. Yes, time management because some of my students are not able to attend the class due to the conflict of schedule.

Participant E, aside from the academic issues, students also experience family problems that made them more stressed especially if the student is a breadwinner and responsible to sustain the needs of their families.

Participant F, yes, there are working students who are experiencing problems with their studies because they need to focus on their studies and work.

Participant B, yes, I observed that they experienced hardships and problems while studying and working at the same time.

The teacher participants said that they observed setting priorities, perseverance, seeking support from peers and teachers are important, proper time management, proper coordination with the teacher, difficulty in getting family support, difficulty in focusing on studies, difficulty in managing time are problems that the working students manifested as observed by the teachers.

3.3 Strength and weaknesses of the working students as Observed by their Classmates

Conflicting schedules but Still Optimistic

Participant F answered, yes, most of them are late in submissions of in-class requirements.

Participant B mentioned, the number one problem for them is their schedule because sometimes they have a conflicting schedule.

Participant D, yes, for example, they want to enter synchronous meetings but it is their duty time.

Participant C observed that the problem they experienced is mental exhaustion from work, from home, and approaching deadlines of requirements.

Participant G, yes, according to them they often feel tired and sluggish in class. They cannot focus on class discussion.

Participant A said, yes, they overcome those problems by establishing a strong sense of time management.

Participant B, the number one problem for them is their schedule because sometimes they have a conflicting schedule.

Participant E, through great outlook and positivity, managed to survive difficult times.

Participant D, they ask their spare time from their manager to be able to attend a synchronous class.

Participant B, I say to them that they do first what is the most important. They managed it by taking a break from work and revision priorities.

Participant A, overcome those problems by establishing a strong sense of time management and of course for those who are working, work arrangements.

Participant B said I saw to them that they do first what is the most important.

The summation of the findings from the classmate respondents is difficulty in complying with school requirements, conflicting schedules, mental exhaustion, difficulty in managing time, being optimistic, proper coordination with the manager, learning to prioritize, learning to manage time. These are in conformity with the findings of Perna (2010), new research shows that students are working more and juggling a multitude of roles, creating anxiety and lowering graduation rates. Faizuddin (2018), in his study that his respondents who are also working while studying understand the meaning of it and how to deal with them in terms of overcoming the challenges. They also suggested practicing good time management, being committed, disciplined, and responsible for what they are doing. The summation of the findings from the three groups of respondents generated the theme which is Entirely Resilient despite the Numerous Problems and Trials

V. CONCLUSIONS

1. The situation of working students is really tough and very stressful. They have difficulty complying with school requirements.
2. The advantages of being a working student help them learn how to prioritize and manage their time and boost their self-confidence. The disadvantages include incurring school tardiness leading to poor academic performance.
3. The strength of working students includes being optimistic and managing setting priorities in life. On the other hand, the weaknesses of having difficulty fixing conflicting schedules and mental exhaustion.

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