

The Concept on the Desired Qualities of an Executive Position in the Philippines among Senior Cas Students

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ABSTRACT

Here in the Philippines, we follow the Democratic-Republican System, wherein registered voters have the privilege to elect government leaders, from local to national. Candidates are divided by their vision, platforms, and character, which allows them to persuade voters' preferences. However, this does not translate into better leadership as corruption news linger the country for ages. Evaluating is indeed important in voting. This research paper aims to provide a phenomenological approach to the concept of the Desired Qualities of an Executive Position in the Philippines. Effective performance measurement is crucial for local governments to evaluate their performance and drive continuous improvement. Credentialism is the theory highlighted in this paper, which aims to elevate the qualifications of executive candidates. Having a higher educational degree emphasizes better opportunities for good governance. This review examines existing studies, frameworks, and practical implementations to reveal the advantages, challenges, and best practices associated with this study. The data obtained from 18 most relevant articles to “qualities of executive leaders”, “qualifications of candidates”, and “local government” or “municipalities”. The researchers interviewed 25 experienced voters regarding their personal preference for the executive position in the Philippines. All of respondents said that having at least a college degree or much better, masteral or doctorate is an advantage for running an executive position.

Keywords: Leadership, Credentialism, Qualification, Qualities, Philippines,

INTRODUCTION

Every citizen of the Philippines is designed to observe the primordial duty and responsibility to choose and elect the best presidential candidate to serve the general public and represent the state. (Catchuela & Santiago, 2017). Elections give the citizens a sense of nationalism and appeasement. However, the people are usually divided, for they prefer a political candidate. Throughout the years, Filipinos have been very fickle in their political and social beliefs, leading to electing politicians who are malfeasant, corrupt, and incapable, which brought unending political, social, and economic turmoil. However, the politicians themselves cannot be solely blamed for their misconduct, as the voters were the ones who placed these public officials into their respective seats. (Tandoc – Juan, Juan & Atianzar, 2019) Leadership is a concept put into operation by individuals in their personal and professional lives. leaders' educational attainment positively contributes to a state's economic performance. Politically unstable countries tend to have leaders with low educational attainment and high military ranks. (Xu, 2014) In order to implement this concept in an effective and worthwhile manner, individuals need to acquire an understanding of the meaning and significance of leadership. When they understand the meaning and how this concept will be helpful to them in carrying out their job duties well and achieving the desired goals, they will put it into operation. The leaders aim to provide knowledge, support, and assistance to their subordinates in carrying out their job duties in a well-ordered and regimented manner and achieving the desired goals and objectives. Education enlightens young people at the very starting point of their life before they enter society. It includes teaching formal knowledge such as reading, writing, and math, as well as other things such as morals, values, and ethics. Learning these does not mean that leaders can have their world outlook totally changed from the one formed in the past ten or twenty years in their home country. Instead, it is an enlightening process, lightening up an approach of reform that they may have never seen or experienced. This experience expands their visions and perspectives. (Xu, 2014) When leaders are performing their job duties

or are working with other individuals, they need to inculcate the traits of morality and ethics, which lead to goodwill and well-being. Furthermore, leaders need to be well aware of measures and approaches to cope with changes and ensure that they prove to be efficacious and valuable to the members and the organization. It can be stated that individuals in leadership positions need to understand this concept efficiently before they perform their job duties. The main areas that are highlighted in this research paper are leadership and management, functions of leadership, types of leadership, and roles of the leaders. (Kapur, 2020). Organizational leaders bring unique qualities, competencies, and practices to their roles.

In Organizational Leadership, this is called a leadership constellation. A leadership constellation includes: 1.) Qualities: The aspects of who you are as a person. They contribute to how others perceive you. 2.) Competencies: The skills and knowledge you've developed over time that enable you to fulfill responsibilities—either by yourself or by leading others. 3.) Practices: The routine actions you engage in to complete tasks, guide your team and organization, and enhance your and others' skills.

BACKGROUND OF THE STUDY

As might be expected, the findings on the relationship between education and developmental leadership in the Philippines are shaped profoundly by the political and educational contexts. These intersect with religion, oligarchical elites, and entrenched gaps between rich and poor to shape and reinforce a highly stratified society and education system. The report discusses the findings in relation to the broad question of how education has the potential to perpetuate or interrupt these development problems and cycles of inequality, through leaders' experiences of it (Schweisfurth, Davies, Pe Symaco, Valiente, Robles., 2016) While everyone has their share in preserving liberty, the Government plays an indispensable role. The leaders of a country have their people's faith and hope in their capacity to help shape the nation's future. They are responsible for safeguarding the people's liberty and nurturing their prosperity, which is clearly for the people. Discussions of political life often place the quality of politicians at center stage. For many, deciding which candidate to vote for is simply a matter of party affiliation. Others, however, cast their votes based on specific characteristics. As such, we ask whether people with more formal education make better political leaders. The world is full of aspiring political leaders, but sadly and realistically, very few live up to the leadership ideals. Many political leaders seem to severely lack some of the most essential leadership qualities, such as integrity and accountability. (Napoles, 2022). Educated politicians might have higher competencies and skills (Bruckmeyer, 2024).

According to the 1987 Philippine Constitution, the qualifications for an individual aspiring to become the President of the Philippines are outlined in Article VII, Section 2 of the 1987 Constitution. According to the Constitution, an individual may become President provided he meets the following criteria:

1. Natural born Filipino;
2. A registered voter;
3. Must be able to read and write;
4. 40 years of age at the day of the election; and
5. Must have resided in the Philippines ten years before the election is held.

According to the 1987 Philippine Constitution, Section 4. The President and the Vice-President shall be elected by direct vote of the people for a term of six years, which shall begin at noon on the thirtieth day of June next following the day of the election and end at noon on the same date, six years after that. The President shall not be eligible for any re-election. No person who has succeeded as President and served for more than four years shall be qualified for election to the same office at any time.

Educational background, academic credentials, and relevant experience are not mandatory qualifications for becoming an executive officer in the Philippines. However, considering these aspects could positively influence the quality of leadership, as serving as the head of the government or state entails serious and demanding responsibilities.

With an astonishing 31,104,175 votes from the Filipino people, Bong-Bong Marcos led the presidential race, and 31,561,948 votes for Sara Duterte-Carpio to lead the vice-presidential election. Together, they acquired an executive position in the Philippine Government from June 2022 until June 2028.

Statement Of the Problem/Research Questions

The researchers have come up with categories to determine the perceptions of CAS students towards the concept of good political leaders in executive department. It is categorized into three (3) parts and will be used as the basis for the creation of the research questions, and ultimately, the conclusion of this topic.

What is the concept of a desired executive leader in terms of

1.1 Highest educational background

1.2 Moral standing

1.3 Public Service

- What trait or attributes must the president or vice president have to perform their duties well?
- What qualifications should be imposed based on the qualities desired by the public?
- What desiring qualities are fitting to the executive position?

Significance Of the Study

Students. This study will teach the students to be more analytical and have standards in voting, especially in the executive department. It will also give them ideas on the executive department's role in the Philippine government.

Teachers. This study will drive educators to provide and give the desired Qualities of the Executive department.

Parents. This study will enlighten the parents' views and perspectives towards voting for our executives and guide their children on whom to vote.

Registered Voters. This study will give an idea and a basis on what should be considered in electing officials especially in the Executive Position.

Academic institutions. This study will give awareness to the academic institutions to make a lesson or discussion on the responsibilities of the executive department, discuss the qualifications, and analyze them based on their responsibilities.

Philippine Government. This study will provide awareness of the meager qualifications. Also, it can start revising the qualifications of the said department.

Future Researchers. This study will be a new source of data for future researchers. The findings of this study will lead other researchers to obtain substantial details about the source of their study.

THEORETICAL FRAMEWORK

Credentialism is a theory/concept proposed by states that voters are more likely to vote for candidates with degrees. Also, it is the practice of using a person's qualifications, such as degrees or certificates, to assess their skills, knowledge, and experience for a job or activity, which suggests that voters are more likely to choose candidates who are college graduates.

Credentialism is the undue emphasis on credentials (such as college degrees) as prerequisites to employment (Merriam-Webster, 2023). In the same way that we use the term racism to refer to bias based on race, sociologists use the term credentialism to refer to bias based on credentials:

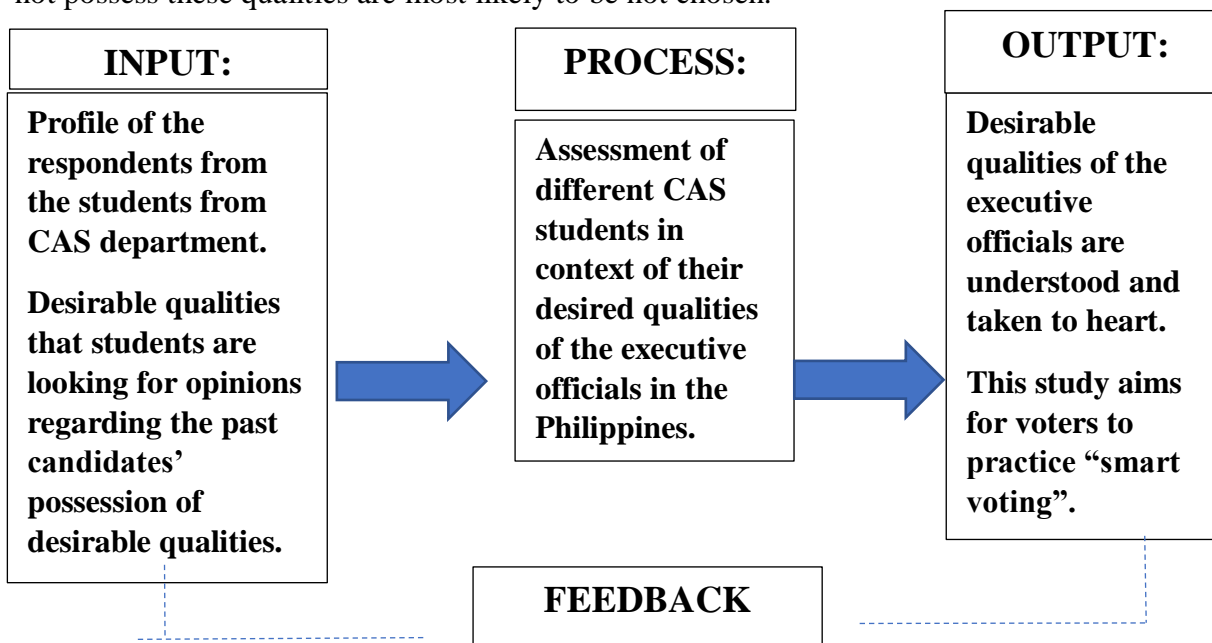
Credentialism is the assumption that some are better than others simply because they have a particular educational credential (Drew, C. 2023). Credentialism is the practice of using a person's qualifications, such as degrees or certificates, to assess their skills, knowledge, and experience for a job or activity. While it is often used to determine if an individual is suitable for a specific role, it has been seen by some as a discriminatory process. (Drew, C. 2023).

Credentialism is "An individual with a PhD is more intelligent than someone without a PhD." A degree or a higher education background has an advantage in terms of performance and the possibility of work success since he has the educational background to support him. In politics, particularly in America, all their presidents have at least a college degree. A trait presents in a first-world country (America) where their highest leader has at least a bachelor's degree.

Voters use "deal-breakers" to quickly eliminate undesirable candidates; however, the politically unsophisticated rely on unverifiable, vague, and irrelevant search considerations. Less sophisticated voters also rely on more personalistic considerations. (Bernhard & Freeder, 2020). That is the idea of heuristics in voting. Every voter has their own biases that affects their decision-making during voting season. Some voters have a bias for a candidate that holds a degree or is backed-up with credentials.

Conceptual Framework

The researchers share that public officials who want to run for office in the executive department are more likely to be chosen by CAS Student Voters if they have credentials related to leadership and show an open readiness to help the community and its constituents. Conversely, the researchers also share that public officials who do not possess these qualities are most likely to be not chosen.



LITERATURE REVIEW

In a study by (Tandoc – Juan, Juan Atianzar, 2019) On political candidates' political background, particularly on platform and advocacies, respondents "highly preferred" a political candidate who focuses his/her platform on the educational sector and on distributing jobs and employing idle people.

(Catchuela & Santiago, 2017). This study found out that the present national requirements of the candidates be included in the qualifications, with additional requirements such as administrative experience and best requisite prior to holding the position of President and Vice-President. On the perception of the respondents, most of them agreed that personal qualifications like character and integrity should be considered; likewise, educational attainment, expertise, and administrative experience may be included in the list of qualifications. The Respondents view personal qualifications and best requisite prior to holding the position of President and Vice-President as essential. They may also be included in the basic requirements for the qualifications of the highest official of the land. Educational attainment, administrative experience, and citizenship were considered to be equally essential qualities. Based on the perception of the Respondents on having educational attainment for the candidates to the National election, specifically on the President and Vice President, they believed that the presidency is a position of statesmanship and leadership calling for the highest degree of political competence and expertise in national and international affairs. As to the Basic Constitutional Requirements for the Qualifications of Candidates for National Election, particularly for President and Vice-President, Respondents

view the opinion that every candidate for President and Vice President respectively must be educated to some extent at least, which is mandatory in the process of developing country in attaining political stability and economic sustainability.

In the study (Napoles, 2019), The Government has a significant role in safeguarding liberty and nurturing prosperity. Hence, it is but proper that the rulers be chosen wisely. When it comes to elections, the character of the Philippine electorate has a considerable effect on the result of elections and the thriving capacity of the country in the succeeding year. Hence, to aid the Filipino electorate in choosing the nation's leaders, screening during the registration, particularly at the level of the COMELEC, must be stringent. Further, if we want global competitiveness, we should require our leaders to be, at the very least, formally educated. This enables them to be at par with the leaders of other countries who are equally educated, as evidenced by the quality of leaders elected in some of the world's strongest countries, such as the United States and the United Kingdom. Further, even the Foundation for Liberty and Prosperity believes Education is the key to success and fulfillment.

In a study conducted by (Muteswa, 2016), it can be concluded that leadership involves persuading and convincing people to go the extra mile to achieve the organization's goals. The literature findings indicate that the advantage of a leader in an organization is that they help set the direction the employees should follow to achieve the organization's vision. In addition, leaders also help to increase business performance and productivity by motivating the employees and setting performance objectives the employees should accomplish.

A study by (Cimene & Aladano, 2022) states that successful leaders do not have complicated perspectives on leadership. They categorize it as an art, ability, and process. It is an art because one leads people with unique personalities to perform organizational tasks. It is an ability since one face various challenge from different sources. It is a process because one never stops learning. As long as people continue to grow and society continues to change, it is inevitable that leaders will evolve with the organization and the society where they belong. In understanding leadership, more than describing its underlying concepts and principles is required. Due to the changing dynamics of organizations, one has to analyze in depth the interactions of these concepts and principles to show how and why they interact as they do. Despite studies conducted about leadership, researchers still need to catch up on the following questions. What are all of these leadership theories and research good for? How do we go about leading, particularly in exercising influence that can be used to enhance organizational performance? These have surfaced in the context of some leaders identified and awarded in their fields. Nevertheless, society, in general, is still waiting for genuine leaders who will make a difference and bring the country to a state of progress and development that every Filipino aspires to and deserves.

A study by (Palencia, 2022) avers that in any human organization, the most fundamental resource is the people, and the most important factor that determines the fate of the organization is leadership. A good leader leads the organization in developing relevant, exciting and viable institutional programs, succeeds in securing the required resources, organizes the institution well, and inspires the staff to implement the plan. The leadership styles of leaders in an organization then define the organizational culture.

Research Design

The design used in this Qualitative Research about the Desired Qualities of an Executive Position in the Philippines is descriptive phenomenological Research. Descriptive Research aims to accurately and systematically describe a population, situation, or phenomenon. Phenomenological Research is a qualitative research approach that seeks to understand and describe the universal essence of a phenomenon. In this Research, the researchers identified the chosen population's stand or description of what a candidate running for an executive position in the Philippines (President and Vice-President) should possess to be qualified as a great and competent leader. With the design being a descriptive phenomenological type of Research, the researchers achieved precise data on the subject used in this study.

Study Setting and Participants

The Researchers conducted this study inside the premises of the University of La Salette inc. located in Arranz Street, Dubinan East, Santiago City, specifically in the College of Arts and Sciences. The College of Arts and

Sciences Department consists of Bachelor of Arts in Political Science, Bachelor of Science in Psychology, Bachelor of Arts in Journalism, Bachelor of Arts in Philosophy, and Bachelor of Science in Social Work.

population sampling size and sampling method

The Senior Students of the College of Arts and Sciences has a total population of students. BA Political Science has 14, BS Social Work has 15, AB Philosophy has 3, BS Psychology has 16 students, and BA Journalism has none. This study has 20 - 50 participants selected randomly among senior students at the College of Arts and Sciences.

Research Instrument

The research instrument utilized in this study is an interview guide in which follow-up questions will come up after the interviewee answers until we get the desired answer. To College of Arts and Sciences students of the University of La Salette, College Department, for gathering the information needed to address the problem by examining the respondents' responses and answering the question presented in this study.

The following guide has 2 parts:

- The Main question
- Follow-up questions (It may vary on their answer from the main question)

The first part of the survey guide includes the main question that will initially provide a substantial view of the respondents regarding the concept for executive leaders. Then, the second part includes subjective and follow up questions and the respondents may answer them with their knowledge about this study. The follow-up questions will depend on their answers. The questions are connected to the desired qualities of an executive position in the Philippines.

Data Gathering Procedure

After all data are gathered, the researchers will peruse and scrutinize the data thoroughly by reading and analyzing the responses from the respondents with discernment and observation. The researchers will approach the data by focusing on how the respondents answered the questionnaire based on their categories: by age and by sex. The researchers will still conduct further checks of the data collected from the responses as there may be errors that may affect the interpretation of data.

Data Analysis

STEP 1: Prepare the Data

After all the data is garnered from the participants, the Researchers will compile all data for analysis.

STEP 2: Define the Unit of Analysis

The Research shall identify the primary expression of idea.

STEP 3: Develop Categories and a Coding Scheme

Now the researchers will create Categories and will derive from three sources; Data, Previous Studies, and theories.

STEP 4: Test Coding Scheme on a Sample of Text

Now, the researchers shall analyze the answers given by the participants and ensure consistency of data.

STEP 5: Code all Text

The Researchers will check if the consistency is accurate and continue to analyze remaining answers from the participants.

STEP 6: Draw Conclusion from the Coded Data

After all data is analyzed, the researchers will create and draw conclusions on the given results.

STEP 7: Report Methods and Findings

After all, the researchers will write and publish the findings and results in this study.

Ethical Consideration

Ethical Considerations are the things the researchers must comply with throughout the conducting of this study. This part of the methodology will guide the researchers in avoiding violating the respondents' and owners' personal rights.

Adherence to these ethical considerations is essential to preserve the righteous procedure of this research, with the unfiltered truth and avoidance of mistakes.

The ethical approval for the use of students in this study will be obtained from our research adviser and the advisers of each course under the College of Arts and Sciences. As this study concerns the desired qualities of an executive position in the Philippines, all data will be discreet, private, confidential, and treated anonymously.

The respondents of this study will be informed about the content of the study regarding the desired qualities of a president and vice-president in the Philippines from the perspective of senior CAS students.

The results of this study will not lean on a particular preconceived intention as this aimed to look at the concepts of the desired qualities of an executive position in the Philippines among CAS students. This is to ensure that the study results will not contain any personal preferences and will be held subjectively.

Moreover, this study will approach the issue with neutrality as it will not highlight specific qualifications and desired traits and attainments of the executive position that will please the researcher's desires. This study will firmly resist any influence on conducting the study, especially in analyzing the gathered data to ensure the non-partisanship nature of this research. The researchers also used proper citations and credits to the rightful owners of all the information and data used in this study, which are all mentioned in the references section of this study.

This indicates that the researchers respect the works of others and have recognized the essence of the intellectual property rights of the distinguished entities.

RESULTS

Themes:	Responses:
1. Educational Attainment (25 responses)	<p>“Having a leader that has a degree is a must because nire-represent niya ‘yung isang qualities ng isang responsible at disiplinadong leader.” (Having a leader with a degree is a must because it represents the qualities of a responsible and disciplined leader.)</p> <p>“Having a degree, even a bachelor’s is advantageous”</p> <p>“Effective leadership is developed through a combination of education, experience, and personal attributes”</p> <p>“Having a degree is important”</p>
2. Service to the Community (14 responses)	<p>“Execute the responsibility as a leader in the community”</p> <p>“Enhanced ‘yung leadership skills” (Enhanced their leadership skills)</p> <p>“Responsible leader”</p>

3. Moral Ascendancy (4 responses)	“Personal attributes” “Disiplinadong leader” (Disciplined Leader)
4. Isolated Case (1 response)	“No, kasi we have equal rights as stated sa Philippine Constitution” (No, because we have equal rights as stated in the Philippine Constitution)

Majority of the respondents’ answers falls under Educational Attainment. Service to the community and Moral Ascendancy follows respectively.

DISCUSSION

This chapter presents the data analysis and discussion of the results. Based on interviewed answers that the researchers reviewed, the desired qualities of an Executive Position in the Philippines among senior CAS Students. The themes identified within the data include **Educational Attainment**, **Service to the Community**, **Moral Ascendancy**, and **Isolated Case**. Responses were placed under the four categories.

Educational Attainment:

“Having a leader that has a degree is a must because nire-represent niya ‘yung isang qualities ng isang responsible at disiplinadong leader”

(Having a leader with a degree is a must because it represents the qualities of a responsible and disciplined leader.)

“Having a degree, even a bachelor’s is advantageous”

“Effective leadership is developed through a combination of education, experience, and personal attributes”

“Having a degree is important”

All of the answers were almost identical. All interviewees agreed that educational attainment is an essential quality for an aspiring leader of our country. According to one of the respondents, having a degree emphasizes their ability to execute the responsibility as a leader. Another interviewee mentioned that having a degree proves the competent side of an aspiring leader for the highest position in the Philippine Government.

One reason to expect education-based ingroup bias in voting preferences is that education plays an important role in current political conflicts. (van Noord, J., 2022)

If higher educated candidates are seen as more competent and intelligent, this might lead even less educated voters to vote for them. While ingroup bias and (education-based) candidate competence would lead higher educated voters to prefer higher educated candidates, these factors work in opposite directions for less educated voters. (van Noord, J., 2022)

It may be high time that something was done to raise the level of political maturity of our people and to expand the legal qualifications of candidates to ensure that only the most worthy and capable occupied elective public offices. At the end of the day, as experience has shown, the leader of a country is a question of character. (De Leon & De Leon Jr, 2019).

Service to the Community:

“Execute the responsibility as a leader in the community”

“Enhance ‘yung leadership skills”

(Enhanced their leadership skills)

“Responsible leader”

The servant leader senses that much have been lost in recent human history due to the shift from local communities to large institutions as the primary shapers of human lives. This awareness causes the servant leader to seek ways to build community among those working within a given institution. Servant leadership suggests that true community can be created among those who work in businesses and other institutions. Greenleaf (1977/2002) All that is needed to rebuild community as a viable life form for large numbers of people is for enough servant-leaders to show the way, not by mass movements, but by each servant-leader demonstrating his or her unlimited liability for a quite specific community-related group.

More than half of the interviewees' answers mentioned that they would also prefer an aspiring leader who prioritizes service in different aspects of society, like service towards education, economics, agriculture, and others. They perceived that service to the community is the primary purpose of being a leader.

Community participation has the potential to boost the economy in the area. Local businesses and organizations often benefit from the time, energy, and money engaged residents put into community projects and initiatives. As a result, the community's economy thrives, more people find jobs, and everyone's living conditions improve. (Khan, A. Z., & Lee, C.-W., 2025)

Moral Ascendancy:

"Personal attributes"

"Disiplinadong leader"

(Disciplined leader)

This theme is the most concerning among the four themes, as only four respondents mentioned the morality of aspiring leaders. It is concerning that most of the interviewees focused on educational attainment and experience rather than on the morality or background of the candidates.

When electing someone as our representative, we are likely concerned about their agency, competence, and ability to pursue political goals. However, delegating power also requires trust in the person we delegate power to. When voting, we wonder whether the representatives we elect will keep their commitment and do what we voted for, or, in other words, whether they are trustworthy, loyal, and honest. (Catellani & Bertolotti, 2015).

Moral Ascendancy considers the clean history or background of the candidate if he/she is involved in any illegal or immorality like infidelity, breaking promises, and others.

Isolated Case:

"No, kasi we have equal rights as stated sa Philippine constitution, if magkakaroon ng qualification na at least college degree, magkakaroon ng bias and conflict from the existing law. Bago sila mag lagay ng qualification na at least college grad ayusin muna nila system ng education para-accessible ito sa lahat at walang napag iiwanan."

(No, because we have equal rights as stated in the Philippine constitution. If there's a qualification requiring at least a college degree, it would create bias and conflict with the existing law. Before they impose a requirement of at least a college degree, they should first fix the education system to make it accessible to everyone and ensure no one is left behind.) This interviewee disagrees with the idea of elevating the qualifications of the executive position.

CONCLUSION

Based on the study findings, most of the voters in Senior CAS Students would like or prefer candidates with higher educational attainment or, in short, with a degree. That is the high likelihood of voting for a political candidate with the same attributes and views as the voter. These results can be the basis for those in politics to look into how students view a political candidate's profile and consider strengthening and improving their

personal and political backgrounds. The same research should be conducted on other respondents for a broader understanding of voting behavior.

The executive candidate's least considered factor or attribute is moral ascendancy, as most interviewees do not consider their behavior or attitude. This concludes that educational attainment is the preferred quality, and moral ascendancy is the least preferred.

RECOMMENDATIONS

The results found that the most crucial factor in considering a candidate running for an executive position is having higher educational attainment or having a degree, and the least considered factor is his moral ascendancy.

The researchers recommend that candidates should at least have a degree in order to run for the two highest positions in the Philippine Government, as people see that as an advantage, which is one. The benefits of having a degree extend an aspiring candidate's leadership skills and capability.

For the voters, it is a must to consider and prioritize a candidate's moral ascendancy. Behavior, records, and attitude fall under this category, which defines the candidate's personality.

It is ineffective for the country that we are led by an empathetic, kind, yet weak leader. It is also not good if we are led by an intellectual yet immoral one. Seek balance between the two.

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Kurt Hendrix Macas Camarao, Ba Political Science

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Renato Lahom Felipe Iii, Ba Political Science

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APPENDIX

APPENDIX A: INTERVIEW GUIDE

Here is the main question that were asked to the respondents:

1. What is your concept on the desired qualities of an Executive Position in the Philippines?

The following sub-questions were used during our data collection procedure:

1. Does having a degree gives a leader an advantage towards his leadership? if yes, why? if no, why not?
2. Did the candidate you voted last presidential election satisfied your assumption? if yes, why? If no, why not?
3. Is college degree for candidates in executive position a standard requirement? If yes, why? If no, why not?
4. Can leaders with limited formal education be considered subject to credentialism? If yes, why? If otherwise, why?
5. Do you think all courses in college can be applicable in executive position? If yes, why? If no, why not?
6. What course should a candidate of executive position possess?
 - What about those who only finished bachelor's degree?
 - Can that candidate perform well in that position if he/she did not finish college?

Are there certain skills or knowledge sets acquired through education that are essential for effective executives?

APPENDIX B: TRANSCRIPTION

RESPONDENT NO.1

"Personally speaking, oo kasi 'dun naman halos lahat pagkukuhanan mo ng trabaho, yun yung pinakauna nilang titignan if either Bachelor's Degree or Masteral degree and Doctoral. Yun nga may na graduate ka, may experience ka, even seminars something like that. Mas nae-enhance 'yung leadership skills."

"Kahit natalo siya, meron pa rin siyang ginagawa. Ayon ang gusto kong maging amendment ng Constitution, amendment lang, dahil nakikita ko sa requisite for running for the President or Executive Position ay "Able to read and write" lang, pero wala siyang nailagay na College Degree. Dapat sana meron."

"Mas effective ang leader kung may College Degree."

(Personally speaking, yes, because that's where you'll get most of your jobs; it's what they look at first if you have a Bachelor's, Master's, or Doctoral degree. That's when you have a degree, experience, and maybe even seminars. The leadership skills are enhanced.)

(Even though he lost, he's still doing something. That's what I want to see: an amendment to the Constitution, just an amendment. I see that the requirement for running for President or an Executive Position is "able to read and write," but he didn't include a college degree. He should have.)

(He's more effective if a leader if he has a college degree.)

RESPONDENT NO. 2

Yes of course, because you are immersed to different avenues of the university that made you a leader. There are qualities that can be learned inside the four walls of the classroom."

"It can be a standard qualification, depending on the intent of running for a position. Leadership in the simplest way, cannot be determined by any qualifications, but leadership in running for a position, just for example running in the election. You need also to be qualified, to be competent enough through the degree you have.

Example in the Political Science Department, once that you got the degree, you are warranted with methodology or political dynamics utilized in running your Jurisdiction."

RESPONDENT NO. 3

"Being a leader, it's a must to have a degree for them to be able to execute the responsibility as a leader in the community."

"It can be yes, or no. Kasi yun iba naman kasi may mga candidates na kaya namang mag lead sa kanilang community by their motives na gusto talaga nila at yung intention at passion. Pero meron kasi 'yung iba, na may degree sila or nakatapos sila ng college, but wala doon yung pagle-lead nila and nonsense."

(Being a leader, it's essential for them to have a degree in order to fulfill their responsibilities as a leader in the community.

(It can be yes or no. Because some of the other candidates have the ability to lead their community based on their genuine motives, intentions, and passion. But there are some people who have a degree or have finished college but lack leadership skills and are nonsensical.)

Respondent No.4

"Having a leader that has a degree is a must because nire-represent niya 'yung qualities ng isang responsible at isang disiplinadong leader because 'yung degree na 'yun ay nag e-emphasize ng kung ano ang kaya niyang i-offer or ibigay sa isang community kasi 'yung degree, nagre-represent ng standard ng isang good and responsible leader."

"It depends kasi meron paring executive officials' na may mga specific passion and motives pero mas okay kung may degree parin."

(Having a leader with a degree is a must because it represents the qualities of a responsible and disciplined leader. This is because the degree emphasizes what they can offer or give to a community. The degree represents the standard of a good and responsible leader.)

(It depends because there are still executive officials who have specific passions and motives, but it's still better if they have a degree.)

RESPONDENT NO. 5

"Yes. Being educated means meron kang core foundation on the qualities of a good leader and hindi lang naman sa realities ng buhay ka natututo. Meron kang basis for example, theories na kailangan i-follow and at the same time, standards na doon mo makikita kung ano ang dapat mae-exude at kung ano ang makikita ng mga tao sa lider na nakikita natin sa society."

"Sa personal preference ko pagdating sa mga executive officials, yes. It is a must for me, dahil ang executive officials ay sila 'yung nasa higher hierarchy so doon mo makikita. Sa preference ko, mas gugustuhin ko 'yung leader na may college degree back with trainings, seminars, or leadership engagements kasi pa'no mo masasabi na on the right track 'yung platforms nila an turn it into reality without proper connection, mga procedures, mga protocols, and so on. It's a solid yes for me na kailangan ng college degree to run for the executive position."

(Yes. Being educated means you have a core foundation in the qualities of a good leader, and you don't just learn from the realities of life. You have a basis, for example, theories that need to be followed, and at the same time, standards that show what should be exuded and what people see in the leaders we see in society.)

(In my personal preference when it comes to executive officials, yes, it's a must for me because executive officials are those at the higher hierarchy, so that's where you'll see it. In my preference, I would prefer a leader with a college degree and additional training, seminars, or leadership engagements because how can you say their platforms are on the right track and turn them into reality without proper connections, procedures, protocols, and so on? It's a solid yes for me that a college degree is needed to run for the executive position.)

RESPONDENT NO.6

“Yes. Kumbaga ‘yung sa four years na pag-aaral, magkakaroon ka ng knowledge about specific learnings sa kung anong course ang natapos that makes you qualified leader kasi meron kang knowledge with that. So, it’s a yes for me.”

“Yes, kasi syempre pag may degree ka, for sure alam mo at mas mas alam mo gagawin mo so, it’s a yes for me.”

(Yes. It's like, in four years of studying, you'll gain knowledge about specific learnings in whatever course you finish, which makes you a qualified leader because you have knowledge in that area. So, it's a yes for me.)

(Yes, because of course, if you have a degree, you'll definitely know what to do, and you'll know how to do it better, so it's a yes for me.)

RESPONDENT NO.7

“Yes kasi ‘yung voters, ‘doon nila makikita at ‘doon sila magkaka-idea na kung ano ang details ng mga tumatakbo like for example, “Si ganito pala ay ‘yung may degree. Capable din siya and maria-apply niya sa work ‘yung natapos niya” I agree na dapat merong college degree ang isang executive official.”

“For me, it’s a yes kasi dun natin makikita kung qualified ba talaga ‘yung candidate at makikita natin sa leadership background niya.”

“So, doon natin makikita na kung kaya ba nilang mamuno and sa background, makikita pa natin kung ano ‘yung nagawa at kung may magagawa pa ba.”

(Yes, because the voters can see and get an idea there about the details of the candidates, like, for example, 'Oh, this person has a degree.'" He's also capable and can apply what he finished to his work. I agree that an executive official should have a college degree.)

(For me, it's a yes because that's where we can see if the candidate is truly qualified, and we can see it in their leadership background.)

(So, that's where we'll see if they can lead, and in the background, we'll see what they've done and if they can still do anything.)

RESPONDENT NO. 8

“Para sakin, having a degree for leadership is important kasi leader ka and may mga taong susunod sayo so dapat alam mo yung path na tinatahak mo, may knowledge ka about dun sa mga policies, ways, and hindi pwedeng “bale-bale” lang kunwari sa Department of education, basta basta ka nalang ba mag a-appoint ng hindi naman tugma sa propesyon nung tao? So dapat, meron dapat kaalaman ang isang lider.”

“Dipende parin sa tao kasi kahit na may degree ka, kung yung pagkatao mo naman e hindi tama, edi hindi parin maganda.”

“Oo. Lalo na kung sa politics at dapat talaga, merong degree.”

(For me, having a degree in leadership is important because you are a leader and people will follow you, so you should know the path you are taking and have knowledge about the policies and ways. You can't just "wing it," for example, in the Department of Education. Would you just appoint someone who isn't even qualified for the profession? So, a leader should have knowledge.)

(It still depends on the person because even if you have a degree, if your personality isn't good, then it's still not good.)

(Yes. Especially in politics, and you really need a degree.)

RESPONDENT NO. 9

“Yes, for me kasi somehow, makukuha nung candidate ang trust ng mga tao niya na kahit papano, qualified siya sa posisyong tinatakbuhan niya because he/she is a degree holder na may napatunayan sa sarili.”

“Yes. Mas magiging effective ang leadership niya kapag degree holder.”

“Yes. Atleast degree holder sana ang mga tumatakbo for executive position.”

(Yes, somehow the candidate will gain the trust of their people because, in a way, they are qualified for the position they are running for since they are a degree holder who has proven themselves.)

(Yes. His leadership will be more effective if he has a degree.)

(Yes. At least the candidates for executive positions should have a degree.)

RESPONDENT NO. 10

“Yes, kailangan ng degree lalo na sa qualifications, kasi syempre pag may experience ‘yung leader with a college degree, doon natin makikita ‘yung competencies ng mga gustong umupo sa pinakamataas na posisyon.”

“For me, yes kasi isang advantage ‘yun and mas advanced ang knowledge and experiences nila.”

(Yes, a degree is needed, especially for qualifications, because of course, if the leader has experience with a college degree, that's where we can see the competencies of those who want to hold the highest position.)

(For me, yes, because that's an advantage, and they have more advanced knowledge and experiences.)

RESPONDENT NO. 11

“Yes, need yun kasi, mas formal yung batas na ilalabas nila. Di naman basta basta ang government.”

“Oo, kailangan kasi hindi nga basta-basta, dapat aware sa mga batas.”

(Yes, that's needed because the law they're going to release is more formal. The government isn't just any ordinary thing.)

(Yes, because it's not just any kind of thing; you need to be aware of the laws.)

RESPONDENT NO.12

“Oo, naman. Kailangan talaga kasi bawat sector dapat alam niya ‘yan kasi pamumunuan niya ‘yan gaya ng edukasyon, ekonomiya, pulitika, agrikultura, at marami pang iba. Lahat ‘yun ay kailangang may alam siya so, kailangan niya ng degree. Atleast a degree. And, lawmaker siya ‘diba? So kailangang may alam siya sa batas.”

“Oo naman kasi hindi siya aasa sa mga pasistang kumokontrol sa kanya kasi kadalasan kapag walang alam ‘yung lider, aasa siya ‘dun sa mga advisers niya na kadalasan, wala namang ibang gusto kundi personal gain lang.”

“Sobrang mahina kasi mas mabigat pa ‘yung requirements kung mag a-apply ka sa mall bilang saleslady tapos pamumunuan mo ang bansa at ang alam mo lang ay ‘read and write’? Hindi pwede ‘yon.”

“Oo naman, dapat lang na may college degree requirement”

(Yes, of course. It's really necessary for every sector to know that because they will be leading them, such as education, economy, politics, agriculture, and many others. He needs to know all of that, so he needs a degree. At least a degree. And he's a lawmaker, right? So, he needs to know something about the law.)

(Of course, because he won't rely on the fascists who control him, since most of the time when the leader doesn't know anything, he'll rely on his advisors, who usually only want personal gain.)

(It's too weak because the requirements are even heavier if you apply to the mall as a saleslady, and you're going to lead the country, and all you know is how to read and write? That's not possible.)

RESPONDENT NO. 13

“Yes, kasi para sa mga citizens, nauuna iyan sa standards nila since lahat tayo ay nag-aaral para mapunta sa kung saan angkop ang skills natin. Base sa napag-aralan nila or sa degree na nakuha nila, doon natin makikita kung karapat-dapat ba sila sa posisyon or not.”

“Yes, para sa’kin kasi naka-dipende ‘yan sa citizen kung gusto mo na magbe-benefit ka more e mamimili ka ng pasok sa standards mo or mamimili ka ng mga pasok sa qualifications mo which is ‘yun yung nakapag tapos kasi na-aral na niya at para napag-handaan mo ‘yung mga jobs or tasks na ibibigay sayo lalo na sa position na ‘yun.”

“Kahit ano naman ang course mo as long as you’re capable and you have that kind of quality, hindi hadlang kung anong degree man ang meron siya.”

(Yes, because for citizens, that comes first in their standards since we are all studying to go where our skills are best suited. Based on what they've studied or the degree they've obtained, that's where we'll see if they're suitable for the position or not.)

(Yes, for me, that depends on the citizen. If you want to benefit more, you'll choose someone who meets your standards or someone who meets your qualifications, which is someone who has finished their studies and is prepared for the jobs or tasks that will be given to them, especially for that position.)

(No matter what course you take, as long as you're capable and have that kind of quality, it doesn't matter what degree he has.)

RESPONDENT NO. 14

“Yes, kasi pag dating sa leadership, of course yung mga leaders pagdating sa kanilang educational journey, dito mahahasa ‘yung mga skills at dito nai-improve and dito narin mashe-shape lahat ng kailangan nila para makapag-lead.

“For me, yes kasi pero hindi ko naman dina-downgrade ‘yung mga hindi nakapagtapos or hindi kaya ang education pero mas maganda kung backed with experiences, with knowledge, and doon ka kasi mahahasa kapag nasa higher education ka and mas magkakaroon ka ng potential to lead a country.”

(Yes, because when it comes to leadership, of course, when leaders reach their educational journey, this is where their skills are honed and improved and where everything they need to lead is shaped.)

(For me, yes, because I don't look down on those who didn't finish or couldn't afford higher education. But it's better if it's backed with experience and knowledge. You'll be honed when you're in higher education, and you'll have more potential to lead a country.)

RESPONDENT NO.15

“Well, para sa’kin kasi, it depends sa diploma or degree nung leader ‘yan na masasabi natin. Sabihin natin na it’s not related to the profession he’s taking, then there’s no advantage on that. For me, is depende talaga kung anong degree naman ang meron doon sa leader.”

“Just I said, depende talaga but what I’m going to advocate is there should be a requirement na parang sa SK natin ngayon na before they go into position, they conduct a seminar for good governance and ‘yun din yung

gusto ko para sa leaders na hindi knowledgeable enough sa mga affairs ng government, there should be a requirement like seminar or they should attend a class regarding good governance and for me, that will help a leader to do his job better.”

(Well, for me, it depends on the leader's diploma or degree, we can say. Let's say it's not related to the profession he's pursuing; then there's no advantage in that. For me, it really depends on what degree the leader has there.)

(Just like I said, it really depends, but what I'm going to advocate for is that there should be a requirement, similar to our current SK system, where before they assume their positions, they conduct a seminar on good governance. That's also what I want for leaders who aren't knowledgeable enough about government affairs. There should be a requirement like a seminar, or they should attend a class regarding good governance. For me, that will help a leader do their job better.)

RESPONDENT NO.16

“Yung pagkakaroon ng degree, advantage ‘yun kasi the candidate studied a lot and you have studied enough and when it comes to public administration, for example kung ikaw ‘yung mambabatas, dapat yung degree mo ay may kinalaman kasi your degree would help you when it comes to office especially sa hinahawakan mo.”

“Oo. Dapat lang kasi yung qualifications na “able to read and write”, “Natural Born-Filipino” at sana, taasan natin ang standards natin when it comes to choosing our leader. Sana ‘yung may degree, marunong sa batas, marunong sa pamamahala.”

(Having a degree is an advantage because the candidate studied a lot and you have studied enough. When it comes to public administration, for example, if you are a legislator, your degree should be relevant because your degree would help you in your office, especially in the position you hold.)

(Yes. It's only right that the qualifications are "able to read and write" and "natural-born Filipino," and hopefully, we can raise our standards when it comes to choosing our leader. I hope someone with a degree, knowledge of law, and management skills is chosen.)

RESPONDENT NO. 17

“Yes, kasi paano nya ima-manage ‘yung country natin kung wala siyang college degree or any degree na natapos kasi hindi naman ang pagma-manage ng country e madali lang. Kailangan talaga ng degree”

“Papayag ako na may college degree dapat sa requirements”

(Yes, because how can he manage our country if he doesn't have a college degree or any degree at all, since managing a country isn't easy?" You really need a degree.)

(I agree that a college degree should be a requirement.)

RESPONDENT NO. 18

“For me, yes kasi having a degree, it means na pinaghirapan mo ‘yun. Paano ka magma-manage ng country kung wala kang degree o experience isa isang particular na bagay.

“Oo papayag ako na madagdagan o mapalitan ng “having a college degree”. In my own perspective, ang magiging effect e magkakaroon ng good management sa ating bansa.”

(For me, yes, because having a degree means you worked hard for it. How can you manage a country if you don't have a degree or experience in a particular field?)

(Yes, I agree to add or replace it with "having a college degree." In my own perspective, the effect will be good management in our country.)

RESPONDENT NO. 19

“Having a degree is advantageous in a leader kasi the expectation for a college degree is often rooted in the belief that higher education demonstrates the necessary na may alam at ipakita yung critical thinking skills required for these high-level leadership roles.”

“Yes, Filipinos nowadays are very OA observant and they want a leader who is deserving of the position. I want to be globally competitive; I agree that should require our leaders to be professionally educated at the very best and I thank you.”

(Having a degree is advantageous for a leader because the expectation for a college degree is often rooted in the belief that higher education demonstrates the necessary knowledge and critical thinking skills required for these high-level leadership roles.)

(Yes, Filipinos are very observant these days, and they want a leader who is worthy of the position. I want to be globally competitive; I agree that this should require our leaders to be professionally educated at the very best, and I thank you.)

RESPONDENT NO. 20

“First and foremost, obtaining a degree demonstrates a level of dedication, perseverance, and intellectual capability. Completing a degree program requires years of rigorous study, enabling politicians to make informed decisions that benefit society as a whole. A degree is a sign of a specific level of education and expertise in a field. Politicians possessing specific knowledge in fields such as economics, law, public administration, or environmental science can provide vital perspectives and ideas to tackle critical issues faced by their citizens. The decision-making process in governance demands individuals with an understanding of various subjects, critical thinking abilities, and a commitment to serving the public. Therefore, that the requirement for politicians to hold a degree is not only logical but also essential for good and effective governance.”

RESPONDENT NO. 21

“Yes, it is an advantage in leadership to have a degree because, school is our foundation of becoming nurtured. Though the dilemma lies between what’s more essential in terms of leadership whether knowledge or wisdom. Knowledge can be grasp of what is being thought while wisdom is inert to a person and it can’t be learned. Having a degree is an advantage but it’s not necessarily the main idea.”

“No, kasi we have equal rights as stated sa Ph constitution, if magkakaroong ng qualification na at least college degree magkakaroong ng bias and conflict from the existing law. Bago sila mag lagay ng qualification na at least college grad ayusin muna nila system ng education para accessible ito sa lahat at walang napag iiwanan.”

(Yes, having a degree is an advantage in leadership because school is the foundation for our development. Although the dilemma lies in what is more essential in terms of leadership, knowledge or wisdom. Knowledge can be the understanding of what is being thought, while wisdom is inherent to a person and cannot be learned. Having a degree is an advantage, but it's not necessarily the main idea.)

(No, because we have equal rights as stated in the Philippine constitution. If there's a qualification requiring at least a college degree, it would create bias and conflict with the existing law. Before they impose a requirement of at least a college degree, they should first fix the education system to make it accessible to everyone and ensure no one is left behind.)

RESPONDENT NO. 22

"Yes, having a degree, even a bachelor's one, is advantageous because it is a testament and proof that one had achieved a higher form of education, especially through the field of research. Although one's experience may come into factor, a degree, while not required or mandatory for 'leadership' is 'beneficial' in today's world because

it can develop and enhance further one's leadership capabilities and also because a degree shows more 'formality.' Chances of being accepted too in various institutions and companies relies on having a college degree."

"Yes, payag ako because it correlates directly well to the first question. While being able to "read and write" is the bare minimum and in this democratic country where anyone can run for the office of the presidency and vice presidency, a college degree shows that you are a professional who had achieve something beforehand like research or thesis.

Logically speaking, being able to "read and write" can be done too by children. Isn't it and what's the difference if that's the case? The point here is that, does this mean that even the most "lowest denominator" or those who didn't studied at all, not even an elementary diploma or those who didn't finished their high school of society can run for those posts too? Excluding biases towards their respective backgrounds like poverty, can they for example defend themselves in debates using facts, logic, strong arguments, or other empirical evidences without resorting to mere opinions, naysays, and personal beliefs? Like Manny Pacquiao only did "crash course" masteral to be a Senator."

(Yes, having a degree, even a bachelor's, is advantageous because it's a testament and proof that one has achieved a higher level of education, especially through research. Although one's experience may be a factor, a degree, while not required or mandatory for 'leadership,' is 'beneficial' in today's world because it can further develop and enhance one's leadership capabilities and also because a degree shows more 'formality.' Chances of being accepted into various institutions and companies also depend on having a college degree.)

(Yes, I agree because it correlates directly with the first question. While being able to "read and write" is the bare minimum, and in this democratic country where anyone can run for the offices of president and vice president, a college degree demonstrates that you are a professional who has achieved something beforehand, such as research or a thesis.)

(Logically speaking, children can also "read and write." Isn't that true, and what's the difference if that's the case? The point here is, does this mean that even the most "lowest common denominator" individuals, those who didn't study at all, not even elementary school diploma holders, or those who didn't finish high school, can also run for those positions? Excluding biases related to their respective backgrounds, such as poverty, can they, for example, defend themselves in debates using facts, logic, strong arguments, or other empirical evidence without resorting to mere opinions, negativity, and personal beliefs? Like Manny Pacquiao, he only did a "crash course" master's degree to become a senator.)

RESPONDENT NO. 23

"Oo agree ako, it should be College graduate that is connected sa economy, social, industrial, and legal. Para mas naka incline ang work ethics sa specialty under sa pinag aaralan nila at mas maganda kung may specialization sila under sa categories kung binanggit na degrees."

(Yes, I agree; it should be a college graduate connected to the economy and the social, industrial, and legal fields. For work ethics to be more inclined toward their specialty under what they are studying, it would be better if they had a specialization under the categories mentioned for degrees.)

RESPONDENT NO. 24

"In my opinion, yes, being a leader, you must know yourself that you have qualifications and achievements that can be shown to the people if you are going to be a leader in a community. Being a leader has a mix of skills, talents, and intelligence. But in this era, whether you have studied or not, some statements that given is true, "even if you have a lot of credentials and achievements, if a rich person gives you a lot of money, even if he doesn't have a degree, those people will choose a leader with money over one with brains"."

"Yes, I 100% agree that the qualification of every president and vice president who runs should be changed since this will be a big step in changing our society especially in the education and economic sectors since we are experiencing poverty and lack of education, that where a leader is a degree holder, there is a more informed and

intelligent step that can solve the problems experienced by our country. But if this process is to be done, they need to carefully plan and assessed each people and gather research because there are many cons that will happen because many people will not understand this process in case."

RESPONDENT NO. 25

"For me, having a degree is certainly a huge advantage in leadership, Effective leadership is developed through a combination of education, experience, and personal attributes. Higher education promotes critical thinking and problem-solving skills needed in leadership."

"Changing the qualifications of president and vice president to at least "a college degree" is a big yes for me. Kasi matutulungan nito ang kredibilidad nila bilang leader.

Having a degree as a leader will help you be more confident in certain areas.

The President and vice president are the highest positions in the government and we should always consider setting the bar high for candidates who wish to lead and affect or change the country through their power."

(For me, having a degree is certainly a huge advantage in leadership. Effective leadership is developed through a combination of education, experience, and personal attributes. Higher education fosters critical thinking and problem-solving skills essential for leadership.)

(Changing the qualifications for president and vice president to at least "a college degree" is a big yes for me. Because this will help their credibility as leaders.)

(Having a degree as a leader will help you be more confident in certain areas.)

(The President and Vice President hold the highest positions in the government, and we should always set a high standard for candidates who wish to lead and influence or change the country through their power.)