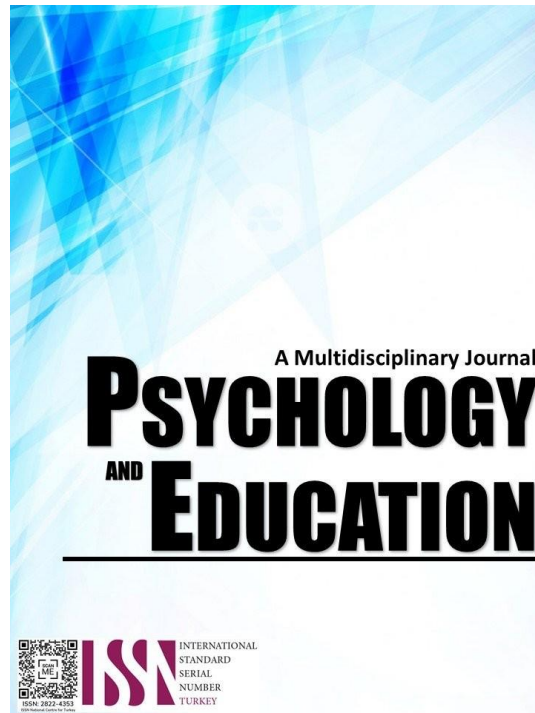


BLUE-COLLAR WORKERS: STUDY ON PHYSICALLY DEMANDING JOBS



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Blue-Collar Workers: Study on Physically Demanding Jobs

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Abstract

The researcher used a Qualitative approach, specifically phenomenological design, and used a semi-structured interview to gather in-depth data about the worker's perspective and experiences. Also used thematic analysis to organize and identify the theme that will come out. The study establishes the two main reasons why blue-collar workers stay in their jobs and these are to sustain the family needs and attain job satisfaction. The workers also added that they are motivated and determined to work hard to be the provider for the family and are satisfied with their jobs. Achieving job satisfaction by the workers has a reason behind it, it is having a good relationship with workmates and equal salary. In addition, the research showed that some blue-collar workers want to manage their businesses to generate income for their retirement, investing whatever they have saved from their work. For future researchers, re-conducting this research on a larger population and wider area will supply a broader perspective of the workers, this will help the succeeding researchers to provide new information at a more modern and faster pace.

Keywords: *blue-collar worker, workmates, job satisfaction, motivations, family responsibilities, retirement plans*

Introduction

There has been a growth in blue-collar employment over the past few years, not just here in the Philippines but across the globe (John, 2017). There are lots of possible reasons behind this occurrence. Some people are financially incapable. Some do not get enough opportunities to attain higher education. There are also those people who are the breadwinners of the family. At times, some people are more into practical reasons for working versus spending time in college. These reasons often lead to what are so-called blue-collar jobs. People commonly have misconceptions about these jobs. These can be rooted in the lack of in-depth knowledge and awareness about this. Unfortunately, there are instances wherein blue-collar workers are less regarded and often judged by how they look. To make a living, regardless of gender, marital status, age, or work experience, people choose to have a laborious job over nothing. Reality bites, some people would never understand why they choose to be in this situation.

In the Philippines, more and more people are coming for this job in this field, perhaps because young undergraduate students are being forced to stop studying due to expensive tuition fees and inflation in general, and to those who have never had a single chance to pursue studies in the first place, (John, 2017). When it comes to the industry, companies today have a very high standard for hiring, so most job seekers have a hard time or will never attain it. Aside from that, there is high competition among seekers. Researchers perceived that it is one of the reasons why blue-collar jobs are getting recognized fast and filled first by job seekers (Beam et al., 2017). A blue-collar worker is a working-class person who performs manual labor. This kind of job may involve factory workers, construction, drivers, and so on. Blue-collar work often involves a physically demanding and laborious type of job (Rajeev, 2023). It is important for society to provide physical labor for the operation of machinery, food and other necessities, and transportation. Blue-collar workers always invest their time and efforts in planting rice, fruits, and vegetables so that we can have nutritious food on our table. Blue-collar workers cover the work that is vital to our lives and perhaps to our economy (LinkedIn, 2022). They are one of the key contributors to some companies' success (Meresiana, 2023). Blue-collar workers' hard work instantly impacts their organization as they continue to do their job every day to get things done for the sake of their profit and the accomplishment of the company. Blue-collar workers are constantly seen as the backbone of any workforce (Lalit, 2022). Their work keeps businesses and households functioning.

The researchers aim to know why they choose blue-collar jobs as their means of living. Moreover, the researchers are keen on hearing their untold stories, particularly their painstaking jobs, and circumstances in life. Outlook and insights towards this field, complaints, and their positive views despite their current job conditions. Blue-collar jobs have been stereotyped as tough, challenging, and rugged jobs. This kind of stereotyping was happening locally and in other countries (Adrian, 2019). Furthermore, the researchers are eager to know their plans and expectations for this type of job. In this study, researchers are certain that it is an eye-opener to all, that everyone has the opportunity to work and earn decently, even if there is a difference in the field of work. Blue-collar workers are part of our community. This study also provides information that, as a blue-collar worker, one can still have a noble and comfortable life. All walks of life have a chance to work here, whether educated or not, old or young. Everyone has a chance, and everyone is equal.

Research Questions

The study aims to determine the true experience of Blue-Collar workers, who are known for having physically demanding jobs. Specifically, this study aims to answer the following questions:

1. What is the demographic profile of the respondents in terms of the following variables?
 - 1.1. age;
 - 1.2. sex;

- 1.3. educational attainment;
- 1.4. years of work experience;
- 1.5 civil status; and
- 1.6. monthly salary?
2. What are the reasons for working in blue-collar jobs?
 - 2.1. factors; and
 - 2.2. motivations?
3. What are the effects of working in blue-collar jobs?
 - 3.1. work and personal life; and
 - 3.2. job satisfaction?
4. What are the reflections of workers on working in blue-collar jobs?
 - 4.1. retention reasons; and
 - 4.2. effects on physical and mental health?

Methodology

In this part of the study, it discussed the methodology that was used to gather data needed.

Research Design

This study is Qualitative Research, that can be used to gain in-depth insights into a problem or develop fresh research ideas. Furthermore, in order to understand concepts, opinions, or experiences of a phenomenon (Bhandari, 2023). Moreover, this study applied the Qualitative Method specifically Phenomenological Research Design that focuses on exploring the essence of human experiences and understanding the meaning people attribute to those experiences (Halden, 2023). On top of that, the primary focus of Qualitative Phenomenological Research Design is to comprehensively understand how phenomena have impacted an individual, especially those workers in blue-collar jobs.

Respondents

This research selected fifteen (15) blue-collar workers from ten (10) different blue-collar jobs in Quezon City, specifically, these are construction workers, delivery riders, factory workers, helpers, sales persons, gas station attendants, cashiers, service crew, jeepney drivers, and security guards. The researchers selected ten (10) blue-collar jobs because of the population of job seekers in the country. According to Malaya Business Insight (2022), blue-collar jobs have reached rank 1 in the 2021 Top 10 profiles of job seekers, which acquired 50 percent of job seekers.

Instruments

To acquire relevant information needed for the study, the researchers used the semi-structured interview instrument, which was to perceive the situation of the blue-collar workers in their respective blue-collar jobs. There are still many things that are needed to know about blue-collar workers, with regard to their jobs and things that concern them. In this regard, the researchers were inspired to know the truthful answers of the blue-collar workers to these questions. The interview questions were asked of the selected participants by the researchers, and the questions were divided into two (2) parts. The first part was determining the demographic of the respondents. The second part was determining the working conditions of blue-collar workers, the relationship of blue-collar workers with their co-workers, customers, and their families, and the plans of the blue-collar workers for their future.

Procedure

The objective of this study was to look into the issues surrounding blue-collar workers in Quezon City. The researchers made certain that the welfare of the respondents during the interview was protected. In addition, the instrument questionnaires were validated by the expert. The researcher has 15 respondents, they are all working in blue-collar jobs at present. There were 11 gentlemen and 4 women. First, the researcher approached the target worker. The researcher asked if they were free to have an interview. First, the researcher asked them about the criteria, followed by the consent letter. Next, they were informed about the purpose of the thesis, and then the interview will move forward depending on their answer, whether they will agree to participate or not. To enhance the safety of the participants, they were instructed not to reveal their true identity during the interview. When the interview started, the researcher took a picture for documentation purposes without seeing the face of the interviewee for their privacy. The researchers used a questionnaire method with open-ended questions, where respondents answered the questions freely based on their views and experiences. After the interview, the researchers collected, interpreted, analyzed the answers, and discussed the overall result of the study using thematic analysis.

Results and Discussion

This section presents the demographic profile of the respondents, results of the study after the researcher's interpretation and analysis of the gathered data from the respondents.



Demographic Profile of the Respondents

The selected 15 respondents are based on the criteria of the study. The respondents are evenly distributed among the 3 age groups. The gender distribution is dominated by the men respondents with 73.3%, while female respondents have 26.7%. In educational attainment, the majority of the respondents graduated from high school with 73.3%. Followed by technical- vocational graduates with 30%, and undergraduate degrees with 10%. Most of the respondents have years of work experience of 2-5 years which is equivalent to 73.3%. While those who have been working for 10-13 years are 20%, and respondents who have been working for 6-9 years are 10%. The majority of the respondents receive a monthly salary between 10,000 and 14,000 with a result of 46.7%. Followed by those who earn between 15,000 and 19,000 monthly with 33.3%. While the monthly salaries of 20,000-24,000, 25,000-29,000, and 30,000-35,000 are evenly distributed with 1 respondent in each salary range.

Table 1. Profile of the Respondents

		F	%
Age	25-27 years old	6	40%
	28-31 years old	4	26.7%
	32-34 years old	5	33.3%
Sex	Female	4	26.7%
	Male	11	73.3%
Educational Attainment	High School Graduate	11	73.3%
	Technical-Vocational Education Graduate	3	20%
	Undergraduate (College)	1	6.7%
Years of Work Experience	2-5 years	11	73.3%
	6-9 years	1	6.7%
	10-13 years	3	20%
Civil Status	Single	8	53.3%
	Married	7	46.7%
Monthly Salary	10,000-14,000	7	46.7%
	15,000-19,000	5	33.3%
	20,000-24,000	1	6.7%
	25,000-29,000	1	6.7%
	30,000-35,000	1	6.7%
	Total	15	100.0%

The Factors for Working in Blue-Collar Jobs

Accordingly, respondents have different factors for choosing their jobs. Among the respondents who were interviewed, their answers are as follows: family, salary, they like the job, and their workmates.

Table 2. Factors for working

<i>The reasons for working in blue-collar jobs</i>			
<i>Themes</i>	<i>Codes</i>	<i>Responses</i>	
Work Environment	Experience	“First is experience. Because I need to get experience.” “Because of sales. It’s also related to marketing which is more on sales.”	
	Job relates	“Because of marketing. It’s also additional knowledge and confidence since I talk with other people. It’s communication skills.” “The job is easy to do. I only deliver food, and I do it repeatedly.”	
	Ease of job	“The system of the owner here is good.” “We’re comfortable with this. Already used to.” “The job here is good. You won’t do anything else, just deliver the food.” “...I prefer working here than to work in the fields.”	
	Preference	“I think the job itself. I like the job, driving around, and delivering food is easy to do.” “I have a lot of debt...” “My father gave me his jeep when our driver didn’t want to work at that time. I earned lots of money. From then on, I decided to do it as a source of income.”	
Financial	Financial security	“The weekly income, ma’am.” “Of course, because of salary. It’s hard if there’s no work.” “Only the salary. Nothing else.”	



		“Here, there’s job security. As long as I’m in my agency, I’m like a regular employee, just don’t miss your work.”
		“I have lots of obligations now, I have lots of things to pay for, such as needs and wants. I can earn money in this job. Also, I control my time here.”
		“...for their education.”
Financial responsibility		“Helping my brother’s education.”
		“For my sibling’s education. I need to make sure that she finished her education.”
		“I need to earn money. Also, if you don’t work you have nowhere to go.”
Job stability		“For the daily expenses, like for paying bills. So, the daily expenses are my reasons for doing this...”
		“I need to stay. It’s difficult if I keep on changing my job...”
Family responsibility	Parents	“To help my parents”
		“... For my child.”
	Child	“Of course, for my children...” “Family always comes first...”
	Helping the family	“To help my family. Since I’m the eldest among my siblings.”
Work Opportunity		“Of course, for the family. That’s the only main factor.”
	Availability	“...this is the only available work for me, which is easy to apply for.” “...Also, this was the only job with a vacancy then.”
Positive work relationship	Companionship	“...The companionship of my workmates, and also my manager.”
		“I think my workmates. I’m happy here because of my workmates, I’m close with all of them. Maybe that’s why I don’t feel the tiredness.”

Accordingly, the blue-collar workers answered that one of the significant factors in working in a blue-collar job was the work environment (Stefanovska et al., 2017). Some of the workers have prior experience and they can easily relate to their present job, it is a constant kind of job. Some of them opt to work here because they have the knowledge and experience (Wendy et al., 2017). Aside from that, financial factors were one of their reasons to attend to other obligations like debt commitment, the necessary expenses, and overall support for the family (Kekana, 2023). The salary and job security give them financial stability (Emmanuel, 2020). Additionally, family responsibility plays a big role. Their main reason was to support their child’s education and still help their parents and siblings. This emphasizes that family was still the most important element influencing their decision to still work (Eileen et al., 2019). Workers saw an opportunity to work in a blue-collar job because it is available when they are looking for a job since they were in need to get employed immediately (Elif, 2017). Another factor is to have a positive work relationship with co-workers because they are their workplace companions daily (Miodraga et al., 2017). It is important to get along with co-workers.

The Motivations for Working in Blue-Collar Jobs

The motivation of blue-collar workers was family, which was where they always got their motivation from. Secondly, the salary keeps them working hard, and then they also add that their workmates and the friendships they build with each other. As a result, they get used to the job faster. For this reason, it is easier for them to love their work.

Table 3. *Motivations in working*

Themes	Codes	The reasons for working in blue-collar jobs	
			Responses
Role of Family	Children	“My children. I don’t have any purpose in my life but children.”	
		“My children...”	
	Sister	“My sister, ma’am. She’s my main motivation...”	
	Wife	“My wife. Also, we don’t have children yet, but we have our own dog.”	
	Family	“My motivation every day is my family of course.” “For the family, ma’am....”	



Compensation	Salary	“I think the salary. Since that’s the only source of income...”
	Debt	“The debt, of course. My debt motivates me. I even drive on rainy days. It actually drives me to keep on going.” “The daily expenses of my family. So, even if it’s hot, there’s a typhoon, or I only have a few passengers, the trip still continues to achieve my quota for the day.”
	Expenses	“...Because my goal is to get her graduated.” “I need to work hard to have something to eat for my family. The need for daily basis.”
	Wants	“For me to buy what I want, for example, my motorcycle.” “I want to enhance my jeepney. So, to speak, I want to keep on doing this job.” “At work, my workmate. The job is stressful sometimes, but since I have them, my work becomes lighter.”
Positive work relationship	Workmates	“I think my workmates. I build a deep and happy friendship with them.” “My workmates. This Is where I met workmates who have been nice to me since I came from the province.” “My workmates. They are all kind, and they have companionship.” “I’m used to the job from then on.” “I’m already familiar with what I should do.” “I think my experience here in my job.
Job familiarity	Adaptation	Because I experience both tiredness and happiness. Because of that, my job becomes easy as time goes by.”
Work attitude	Enjoyment	“Just love your job. That’s it.” “The job is difficult, but even though, I still
	Passion	have to do it every day. In other words, just love the work despite the difficulty.”

Their role in the family inspired blue-collar workers to do the job every day (Aimzhan, 2022). To be a provider for their child their source of motivation, and their sibling, workers strongly feel that they have a responsibility to support them with their education and other needs, lastly their spouse also stands as their motivation and source of support (Eduardo, 2019). One of the things that can also motivate them is their salary the central source of income allows them to meet the family's expenses (Wael et al., 2017). Their debts push them to work hard and expenses drive them to work hard to cover the fundamental necessities of the family (Susan, 2019). The factors and motivations of workers are closely related; it is inseparable when it comes to workers' motivation. The factors that give them a reason to work in blue-collar jobs and why continue to work here until now. Also with their motivation, to continuously meet the needs of the family (Emmanuel, 2020). To have a positive work environment workers would like to have, they admire their connection with their workmates, the camaraderie, and the sense of support and belongingness they will surely have in the workplace (Miodraga et al., 2017). As a result, they will achieve job enjoyment. Workers still have a positive attitude and the same level of passion in their work. In the end, respondents found satisfaction and a sense of fulfillment despite challenges. Their reason and motivation were working hand in hand for the workers to stay in their jobs as happy, motivated, and satisfied as they could (Victor, 2023).

The Work and Personal Life of Workers in Blue-Collar Jobs

Having happiness at work adds to the effect on workers by having it reflect on the people around them. Workers work because of financial responsibility; they need to be optimistic at work so that it is not affected if there is a problem in between. Partnering with being optimistic is being hardworking at work and enthusiastic to achieve good results at work. If the work life of workers is good, there will be time for family, and what is called time management between family and work can be done. In addition, workers said that staying focused on the things you need to do will keep you on the right track.

Table 4. *Work and Personal Life*

		<i>The effects of working in blue-collar jobs</i>	
<i>Themes</i>	<i>Codes</i>	<i>Responses</i>	
Happiness	Work satisfaction	“I think I become happy, when I’m at my house I feel bored. But when I’m at work I’m happy.” “I need to support my brother’s education. Seeing him studying continuously, makes me happy to do my job.”	
	Family responsibility	“Of course, the happiness. I always look at my child before I go to work, looking at her living a comfortable life.” “... Seeing him studying continuously, makes me happy to do my job.”	
Family relationship	Lack of quality time	“My time with family is less because of work. I’m just going to see them at night. Most of the time they are already asleep. Sometimes when	



		I wake up, I already getting ready. We don't have time to bond."
		"I can't be with my child for twenty-four hours. My time with is not enough."
		"I think the time for my wife. Most of my time is not enough, because I need to deliver."
		"I think the time with my child. The time is not enough because I'm always at the site."
		"My time with my family is not enough. Since I have to separate from them for work."
Financial well-being	Financial stability	"Most of the time, I don't have a day off. That's why I don't have time with my family. I am always with my co-workers."
	Financial support	"Because of my work, I earn my money. Through that, we have now a source of income for the budget."
	Family security	"My salary helps me when it comes to my needs."
	Family support	"Now, I think the salary is enough. But sometimes there are problems, but it's good." "I'm now able to support my family's needs." "I become positive at work..."
Workplace well-being	Positive attitude	"Becoming positive at work. Seeing my family through ups and downs, I become positive at work..."
	Sense of purpose	"Knowing that I can meet their needs, I'm happy with it" "I think my drive to do my job. Since I already have my own family. I need to earn."
Work motivation	Family responsibility	"I become dedicated at work." "I become dedicated to it every day..." "... I became dedicated to doing my job." "Time management is the only key. I consume most of my time at work, so on my day off, I give that time to my family. I do my laundry, and then the rest of the time I give to them. Like going outside."
Work commitment	Dedication	"Once I get home, I'll take care of my child. Then after, go to work..."
Time management	Prioritizing time	"When I don't have work, I usually take some rest at home. If I have work, then go to work. More on time management between my work and rest. Was it, correct? ma'am?"
	Juggling responsibilities	"Time management. Once, I'm with my family, I'm focused on them. If I'm at work, I'm focused on it." "Just have the right time on both work and family... As long as you manage your time correctly."
	Time allocation	"Do some ways to have time. I only made some adjustments to my time for me to have time for both work and family, especially for my family." "Just focus. If that time is for your family, then give it to them. But, if it's for the job, then focus on the job.")
	Compartmentalization	
Mindfulness	Present-moment focus	"Just focus, ma'am. That's it. If that time is for the family, then focus on the family, same with work." "If I'm at home, like Saturday and Sunday, those days I'm with my family. But if I'm at work, I'm focused on my job that day.")
	Time allocation	

The results indicate that happiness can deliver positive results in a worker's personal and work life. Workers see to it that they go to work with happiness despite the hardships. They like to fulfill and serve the purpose of their job (Mamta, 2023). Hence, family responsibility worker wants to make sure they are all being taken care of it is their prime goal and satisfaction to be the provider. On the other hand, sometimes the worker's time for the family is also reduced due to the amount of work and responsibility (Ellen et al., 2017). When it comes to their financial well-being, their job continuously gives them resources that also give them financial stability and financial security to meet their family needs. Workers used to cover primary expenses and stand as support for the family. In regards to workplace well-being, the worker establishes a bright outlook to face the demands and challenges every day in their job (Cari, 2017). Workers see to it that they stay focused even if there are struggles. Also, workers felt a sense of purpose knowing that someone depended on them. Moreover, work motivation, they are motivated that they have to provide and the feeling of it is their responsibility to make sure that family is well (Aimzhan, 2022). This ensures their work commitment; they are more dedicated and

committed at the same time to producing a good performance at work (Ali et al., 2018). Furthermore, time management was very important to the workers, they had to prioritize things to balance family life and work life. Some of them have juggling responsibilities whether at home or work. They manage to allocate time, they set a particular time period to family and work. Workers are able to focus on one thing at a particular time. Through this, they achieve balance and the worker works hard to achieve a harmonious relationship between family and work life. These aspects are mainly important to workers' lives. In addition, they make adjustments to their schedule to accomplish their role in both (Joana et al., 2020). Being mindful helps the worker focus on the present happening to restrict distractions to be with family fully, the same goes with work (Jochen, 2022).

The Job Satisfaction of Workers in Blue-Collar Jobs

According to the workers, by having job contentment, a lot can be done to give them good output at work. The workers also said that their co-workers are part of achieving it. If they are satisfied with their work, there will be a continuous source of income. One of the most important things for workers is job security; they even say that this satisfies them because they know that they have a reliable job. This also results in their job performance because they can provide quality service.

Table 5. *Job Satisfaction*

Themes	Codes	<i>The effects of working in blue-collar jobs</i>	
			Responses
Career contentment	Acceptance		“Being contented with work. I think that’s the only reason for my happiness here in my job, my contentment.”
			“Just contentment.”
Career aspirations	Lack of satisfaction		“Just be contented with your job.”
			“I’m not satisfied, ma’am. I will still look for a job that has a bigger salary.”
Workplace relationship	Camaraderie		“My friends at work. Also, I have a chance to talk to those who are above me.”
			“My friends at work. Their companionship.” “Seeing my workmates and building good friendships.”
Financial	Sense of accomplishment		“I think the companionship with my workmates. That’s why I don’t feel bored here.”
			“Once I meet my quota for that day, I’m good. I will go back home. I’m already satisfied with it.” “My salary, ma’am.”
Job security	Promotion		“My income every day. I’m happy whenever I see a lot of passengers in my jeepney. It only means, income.”
			“I’m satisfied with my job because I was promoted... Also, I’m a regular employee now.” “For me, giving good service to my customers. That’s my only target every day at work.”
Job Performance	Customer appreciation		“Maybe when I give good service to my customers. Seeing their smiles after my service makes me happy.” “The quality of my service to my customers is better.”
	Improved performance		“... Through that, my performance here has improved. That’s what the impact on me.”
Work-life balance	Easier Time Management	Dedication	“Maybe, I become more hard working. Even though the is challenging.” “... Besides, when I'm happy with my work, it's easier for me to adjust myself, especially with my time at work and time with my family.”
			“... you'll learn to balance time. in work and in personal life like that. It seems that it is easier for me to adjust to the changes here at work.” “Maybe, it becomes easier for me to balance my time for my family and work as well. It’s more like I do my job on both parts better.” “I spend more time with my family, and still have time for my work.”

Career contentment is an ongoing process, blue-collar workers added, that acceptance of what the job brings you despite challenges



will always lead you to be content with what job you have (Daniel, 2018). Moreover, some workers answered that they want a career aspiration. They also looking for a higher salary to provide greater compensation. Workers feel a sense of accomplishment if they do their job well because they know they expect compensation (Cristina, 2023). Additionally, workplace relationships also workers work because a peaceful workplace can do workers well (Hsia et al., 2013). Respondent hoping for job security through promotion (Bj, 2023). When they achieve it, workers perform much better and it displays a positive outcome like being nice to the customer, surely it will improve workers' performance with the same level of dedication towards their job (Valentina, 2019). As a result, when all of this was achieved workers experienced a work- life balance when everything was running smoothly it was easier for them to do time management when the situation called for it (Andre et al., 2020).

The Retention Reasons for Workers in Blue-Collar Jobs

This table shows the factors that blue-collar workers consider to stay in their jobs until retirement. The plans of blue-collar workers when they decided to retire. Also, the reason why they will choose to retire from their jobs. Their answers are mainly focused on work motivation, retirement planning, career consideration, and retirement aspirations.

Table 6. *Retention Reasons*

<i>Themes</i>	<i>Codes</i>	<i>The reflections of workers in blue-collar jobs Responses</i>
Work motivation	Family responsibility	"I think, my sibling's education for a better life."
		"The reason why I'm working is for my sibling's education. Once my sibling is done with his school, I'll retire."
Retirement planning	Financial goals Retirement plans	"Maybe, once my children finished their studies."
		"If I have the savings for my studies." "...I have my own house..."
	Compensation and benefits	"Of course, the benefit that I'm going to receive from my work." "If their wages are right and fair, I will stay." "Just like what I have said earlier, I earn big income here. My income here is the reason why I'm still working."
		Financial security
Career consideration Retirement aspirations	Entrepreneurship	"I need to save first before I let go of my job." "I have a target, which is to have personal funds. These funds will be the stepping-stone for a new life with my wife."
		Work system dissatisfaction
	Physical health	"In terms of health, maybe if my body can't longer do the job. But, if I can still do the job, why not?"

Most of the respondents highlighted the diverse motivations that drive them to stay with their jobs. Most blue-collar workers are driven by their sense of responsibility with regard to their family, such as providing for their children's education. Aside from that, blue-collar workers are also committed to prioritizing their sibling's education. In addition, some of them acknowledge the role of financial goals in motivating them to stay at their job. For instance, blue-collar workers' desire to pursue their education is dependent on their ability to save money to support them. This emphasizes the financial difficulty that hinders their aspirations. Hence, blue-collar workers with the opportunity to finish their studies are prevented from doing it because of a lack of access to resources (Ward, 2019). In addition, some blue-collar workers stated that their retirement plans, such as owning a home, have a vital role in them continuing their work because they provide them a sense of security and accomplishment as blue-collar workers. Fulfilling the certain needs of themselves and their families is the primary driving force for them to stay at their jobs (Koekemoer Et al., 2018). Continuing to work at their respective jobs is driven by the need to earn because of not being able to afford to retire (Mitsundstad and Nielsen, 2013, as cited in Poulsen, 2017)



Blue-collar workers have retirement plans to support their lives when they retire from their jobs. Accordingly, blue-collar workers prioritize securing finance to support their lives during retirement (Griffin et al., 2016). Most of them want to achieve financial security to ensure that they will have a stable source of income to be able to provide their basic needs in the future. For instance, entrepreneurship is viewed as a primary path to achieving financial security. Blue-collar workers are fascinated by starting their businesses. Blue-collar workers decide to have investments before their retirement due to fear of running out of money or savings later in life during retirement (Griffin et al., 2016). Other than that, compensation and benefits that blue-collar workers receive from their jobs also play as their retirement plan. Through that, they can save money to afford their basic needs when they retire. Receiving compensation and benefits from doing their jobs resulted in them feeling belongingness which made them motivated to stay at their job until retirement (Zaraket and Saber, 2017)

Furthermore, others see themselves retiring from their jobs if they are not satisfied with the quality of the work environment. Also, blue-collar workers see their retirement aspirations as one of the factors in their decision to retire. In particular, the state of their physical health. Blue-collar workers recognize that their ability to execute the demands of their jobs is a main consideration in deciding when to retire. Experiencing physical challenges and being unsatisfied with their jobs predict the retirement of blue-collar workers, in particular, ill health is considered as a huge predictor for the retirement of blue-collar workers (Poulsen et al., 2017).

The Physical and Mental Health of Workers in Blue-Collar Workers

In this table, the data shows the effects on blue-collar workers' physical and mental health, and how blue-collar workers manage their jobs despite the occurrence of physical problems and/or mental challenges. The effects that often occur on blue-collar workers' physical health. Most of the respondents' experiences are occupational hazards, while some experience work-related benefits. On the other hand, the effects of working in a blue-collar job on their mental health. Such as chronic stress, performance pressure, emotion dysregulation, rumination, and workplace satisfaction. Moreover, the blue-collar workers stated their different ways of coping with the physical and mental challenges that occur during work. These are the emotion regulation, work ethic, and recuperation.

Table 7. *Effects on Physical and Mental Health*

		<i>The reflections of workers in blue-collar jobs</i>	
<i>Themes</i>	<i>Codes</i>		<i>Responses</i>
Occupational hazards	Physical strain		“When I have a lot of bookings, I usually have body pain.” “The hardest part of our job is we are prone to illness, and accident as well.”
	Exposure to illnesses		“First on the list, when you're a jeepney driver, you inhale all the smoke, even if you don't smoke, you'll get sick...” “Maybe, sometimes I'm sleepless which results in exhaustion...”
	Irregularity sleep pattern		“I am always sleepless because we usually leave at dawn.” “In my work, I usually experience exhaustion.”
Work-related benefits	Physical exhaustion		“The hardest part is, I go to work without eating, I'll eat late. Sometimes, my breakfast would last until dinner.”
	Irregular eating habits		“It's like an exercise for me.”
Mental health	Physical activity		“Uhm... It's just stress, yes. It would never go away.”
	Chronic stress		“I get easily stressed out, ma'am. Because there are days when I face a customer with bad attitude, but I'm not allowed to act the same as hers, so it's really stressful for me, ma'am.” “Of course, you'll go crazy chasing your quota, you'll get stressed...”
Emotional regulation	Performance pressure		“I get easily pressured, ma'am. Especially, when I have a lot of customers, and have to assist different kinds of people with different attitudes.” “On my mental health, I get easily irritated, maybe...”
	Emotion dysregulation		“I get easily irritated, ma'am. Especially, when I'm tired and sleepless.”
	Rumination		“I get easily discouraged, ma'am. Especially, when I get scolded at work, and I even think about it when I got home.”
Emotional regulation	Workplace satisfaction		“Happiness, ma'am. Maybe, because I'm happy here.”
	Self-control		“Once I got to the entrance, I should set my mind that I should smile despite having a problem.” “I control myself to any trouble. I don't let

	Positive thinking	my emotions overcome me..." "...So, even though I'm not feeling well or stressed, just think positive, ma'am." "I don't bring my problems to my work. I just focus on my job..."
	Compartmentalization	"There's only one thing that needs to do which is focus at work..."
Work ethic	Positive self-belief	"Being positive at work...So just be positive that I can perform my job." "In that kind of situation, I just take a rest to avoid any harm."
Recuperation	Taking rest	"When I'm not feeling well, I take a rest even for a little time. It's hard, I can't give my 100 percent if I'm not feeling well. Just take a rest." "In that kind of situation, I just take a rest to avoid any harm." "Just take a rest, ma'am. Because if I insist, it will just affect my work..."

The most common effect on blue-collar workers' physical health is occupational hazards. Some of them experience physical exhaustion and irregular eating habits because of the overloaded demands of their job. As a consequence of having a high demand from their jobs, other blue-collar workers are often exposed to physical strain, subsequently, blue-collar workers are considered prone to musculoskeletal pain due to high physical demands at their work (Jørgensen et al., 2013). In addition, sleep irregularity patterns are also common for blue-collar workers. Through that, blue-collar workers become prone to developing illnesses. As Hwang (2015) said due to workload and working hours, blue-collar workers have a high risk of developing illnesses. On the contrary, some blue-collar workers find their jobs a benefit to their physical health, finding their job as a physical activity which made them not experiencing occupational hazards (Hulsege et al., 2020).

In regards to the mental health of blue-collar workers, they stated that they encounter mental health challenges in their jobs. Wherein, blue-collar workers' mental health seemed to be a huge consequence of working in a blue-collar job (Griffin-Blake et al., 2013). They often experience chronic stress because of the variety of stressors they face during their working hours. Accordingly, stress is considered to be the most serious mental health issue in the current century (Lu, 2013). In addition, experiencing exhaustion at work has a massive influence on their health (Sato et al., 2020). For that reason, they come to develop performance pressure, wherein they get easily pressured to meet their job's demands, leading to performance stress. Also, developing discouragement indicates the experience of rumination developed by the stress they experience in their job, resulting in them being affected even after work (Blanco-Encomienda et al., 2020). Others experience emotion dysregulation; for instance, they get easily irritated because of the continued presence of stressors at work. However, other blue-collar workers experience workplace satisfaction because they find happiness in their respective jobs.

Furthermore, most of the respondents give different ways to cope with the physical and mental challenges that occur so they can continue giving the required job performance. Blue-collar workers employ an emotional regulation approach to cope with their emotions when their job challenges their mental health. Exercising emotional regulation helps blue-collar workers cushion the challenges' negative effects on their performance (Michel et al., 2016). Blue-collar workers commonly do self-control, they control themselves when there are situations in their job that trigger negative emotions, for them to keep a positive and professional demeanor. In addition, others do compartmentalization; in particular, they maintain their focus to prevent their emotional problems from affecting their work performance. They create a mental separation between their personal and work lives, which allows them to stay focused on their duties at work. While others adopt positive thinking as their strategy to regulate their emotions. They give more attention to their job's positive aspects, especially when facing challenges. Also, they enhance their work ethic by having positive self-belief that they can perform their job effectively, believing in their ability to perform their jobs (Lockwood, 2013). Additionally, blue-collar workers also do recuperation, they prioritize rest as one of the vital strategies for maintaining their physical and mental well-being, and keeping their performance's efficacy to their jobs. Resting enough has a positive connection to fully perform their success (Schleupner and Kühnel, 2021).

Conclusion

The following conclusions were reached by the researchers in light of the findings:

Blue-collar workers frequently select their jobs because of familiarity and first-hand experience. They are adapted to the required manual labor they have to put into their job. They feel the ease of utilizing their knowledge. Workers' initial motivation was to contribute something to the family, pay day-to-day expenses, making sure that their loved ones' needs are provided. Their capability to meet financial responsibility and accomplish their task was influenced by salary.

Blue-collar jobs always have tough mental and physical demands. Although workers have been experiencing mental and physical challenges they still aspire to keep up their performance at the same level. It shows how important their commitment is to their work.

Additionally, their financial goals were the driving force to be more hardworking.

Furthermore, the workers imagine creating a business to generate income in preparation for tier retirement. The workers' commitment to save while they are still working is undeniable proof that they are not only thinking about the present but also the future. The workers display toughness and courage weighing their work life and personal life.

As inferred from the findings and conclusions, the following recommendations were formulated:

Blue-collar workers. Be more considerate of their health from physical to mental, for them to be able to live longer and have more time to bond with their families.

Youth. Focus on studying until you finish it and have the courage to seek a job that has a bigger salary and a healthier work environment.

Family. Focuses on helping the family members who work in blue-collar jobs to be able to achieve a healthy lifestyle by serving them healthy foods and giving them enough rest when they are at the house.

Government. Should create a program for blue-collar workers like doing a general check-up for workers to help them determine what they are experiencing with their physical and mental health.

Future Researchers. Creates a bigger population of respondents to acquire deeper and wider information.

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