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Work-Life Balance: A Portrait of Filipino Migrants Onshore Workers in the Petroleum Industry of Qatar

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Abstract: Background: Work-life balance is seen as to alleviate pressure in one's workplace. The presence of work-life balance will have a great advantage to both Employers and Employees as it can produce a healthy work environment and a productive workforce. Method: This qualitative research paper utilized a phenomenological study aiming to understand the lived experiences of the participants, specifically Filipino Migrants Onshore Workers, relative to the central question: "How do onshore Filipino migrant workers in the petroleum industry in Qatar balance their professional and personal lives?" Findings: Findings have shown that when it comes to their salary and work environment, the Filipino Migrants Onshore Workers are well-pleased because of the advantages, benefits, and the enjoyment they get from their company, however, some have difficulties balancing their time, and some have been racially discriminated against. Conclusion: Onshore Filipino migrant workers frequently lose out on important family events, but most of the respondents are satisfied with their job and work environment. Recommendation: The researchers suggest having different groups of respondents apart from those with families, with that the responses would have been different. Thus, keeping an eye on errors would greatly impact the paper.
Keywords: Work-Life Balance, Filipino Migrants, Petroleum Industry, Onshore Workers, Work Environment

I. INTRODUCTION

Work-Life balance is necessary for oneself to recognize their own suitable time for recreational activities and duties. People have their way of living, and the workload must not overpower the individual's time for themselves. It is also a process in which people seek to change things by changes in their priorities, physical, psychological, or both, and these can be triggered in their turn by factors such as age; changes in working conditions; the demands of new technology; and poor management (Byrne, 2005). Work-life balance is positively related to the perceived fairness and support of supervisors. (Nielson et al., 2001; Parkes & Langford, 2008), organizational understanding of family needs (Allen 2001; Parkes & Langford, 2008) and support for out-of-work activities and responsibilities (Sturges & Guest 2004; Parkes & Langford, 2008). Nevertheless, (Frone et al., 1997; Parkes & Langford, 2008) found that support from supervisors and co-workers appeared to reduce work-to-family conflict by reducing work distress and work overload.

In a study conducted by Lowe (2005) performed by significant Canadian research, 1 in 4 workers experience increased work-to-family tension based on work-to-family involvement and caregivers' strain. Suppose overloading of roles, including close to 60 percent of the employees surveyed, will experience work-family conflict. Three main factors contribute to the interest in, and the significance of, extreme attention of work or lifestyles balance: global competition; renewed interest in private lives or family values; and an aging workforce" (Lockwood, 2003). Having control of alternate work schedules increases work-life balance and work quality (Tausig & Fenwick, 2001). With this in mind, schedule control improves work-life balance and is essential to prevent burnout in the workplace. Implementation of work-life balance can impact organizational performance and improve social exchange processes, increased savings, better productivity, and reduced turnover (Beauregard & Henry, 2009).

An article written by Regencia (2020) said that the Philippines is one of the leading exporters of human labor in Southeast Asia, deploying migrant workers to the Middle East every year. On the report of the data collected from the Philippine Overseas Employment Agency and the United Nations Report on Migration, there are about 10.5 million Filipino migrants in all parts of the world as of 2013, which is more or less 10% of the whole Philippine population (Balgoa, 2018). The migration of Filipinos to other countries can be traced to the early 1900s in search of employment opportunities (Balgoa, 2018). Filipinos migrate to other countries

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to have the right living conditions. Their decisions to migrate to other countries are influenced by other factors such as inadequate income in the home country and better job opportunities abroad to sustain the families' needs (Calzado, 2007). Although working overseas has many positive benefits that will be acquired, working abroad has negative impacts on the individuals migrating and on the family members that they left behind (Kasilag, 2015).

Qatar offers a wide range of exciting job opportunities for Filipinos looking to get a job abroad. Qatar has become a desirable place for many foreign companies and investors ("Why Do Filipinos Want To Go To Qatar | Qatar OFW" 2020). The discovery and excavation of petrol and gas in Qatar led the nearby countries in the gulf to a sustained and well-developed country in modern times (Alawi & Belfaqih, 2019). Most countries now still grasp the importance of the trading route along the coasts of Qatar. Furthermore, the numbers proliferate that soon, Qatar would harbor at least a million workers just for it to function correctly (Alawi & Belfaqih, 2019). This implies that the Petroleum Industry is a vital work field in Qatar, and the rapid increase in workers will help with the situation. The organization's efficiency is crucial in its long-term cycles of income and short-term profitability (Al-Shaiba et al., 2019). With the Petroleum Industry functions, investing in it would be the best way to go about it. This entails the gateway for more Filipino workers to work in the Petroleum Industry and be respected more throughout the middle east.

The researchers are interested in knowing how these OFWs working in the petroleum industry handle such complicated tasks to gain healthy work-life and social life. Studies show that most employees favor companies that provide a prospering balance between their work and personal life. An immense amount of commitment is required to pretend to "balance" both me-time and working time (Stahl, 2018).

II. METHOD

A. *Research Design*

This study uses qualitative research, classified as a phenomenological approach. It aims to study the lived experiences of the participants. A phenomenology is an approach to qualitative research that focuses on the commonality of a lived experience within a particular group. The approach's fundamental goal is to arrive at a description of the specific phenomenon's nature (Creswell, 2013). Phenomenology is often described as the study of phenomena as they happen in our experience, the understanding and perception of phenomena, and the significance of phenomena in our subjective experience. (Smith, 2018). The data collection and study come together to explain the specific expertise of describing the phenomenon genuinely experienced by the actors in a particular circumstance. As for the results of phenomenological research, it broadens the mind, strengthens the way of thinking to see a phenomenon, and helps researchers to look ahead and define their role with a deliberate study of lived experiences. (Quotoshi, 2018).

B. *Research Locus and Sample*

The researchers conducted the study in Qatar at Philippine School Doha (PSD), the leading primary learning education in Qatar that was established in October 1992. The school is known for continuously serving the fast-growing Filipino migrants who offer the Philippine primary education. The school was chosen due to the accessibility of the researchers' adviser, Dr. Rowena Elsa P. Sagayadoro, to guide and accommodate the researchers throughout the study.

Figure 1: Location of the Country of Qatar taken cc: Google Maps

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Figure 2 Location of Philippine School Doha at Al Messiah, Doha, Qatar cc: Google Maps

The participants are Filipino onshore workers working in the Petroleum Industry. More specifically, working in different fields in the Petroleum Industry of Qatar.

The respondents are Filipinos working onshore in the Petroleum industry, with more than ten or more years of experience. Within the work-field, both genders are appropriate for the study. Preferably, the survey's target participants are Filipino migrants' onshore workers who are married and have a family to grasp the hard work and effort needed to maintain balance.

The participants were chosen through a family acquaintance or family friend member who works onshore in the petroleum industry. Each researcher of this study is assigned to have an interviewee gather the data from them, making it six interviewees.

C. Data Collection and Ethical Consideration

The data needed to support this study was gathered through a semi-structured interview. This was accomplished with the utilization of the *robotfoto* and the twenty-five developmental questions. To collect the study's data, the researchers used the *robotfoto* to obtain the participants' demographic sketch. The *robotfoto* is distributed to six (6) respondents. It consists of the name, age, educational attainment, occupation, years of stay in Qatar, and a short description of their work.

The data collected was transcribed precisely with the use of a mobile phone. A consent letter was given to the participants about the research study. The researchers made sure to gain the respondents' trust to ensure that they feel comfortable sharing their insights about the phenomenon. The researchers assure that the participants' information is highly kept confidential as it was agreed upon in the written.

D. Data Analysis

The researchers made use of the data collected to attain the understanding and the result of the study by following the inductive approach: 1) Transcribing the responses of the respondents from the recorded audio; 2) Analyzing the interpreted information for a thorough comprehension; 3) Understanding the transcribed data from the perspective of the respondents to the viewpoint of the researchers; 4) Clustering similar ideas to create thought units represented by themes to construct the dendrogram; 5) Creating a simulacrum for a visual representation of the findings; 6) Subjecting obscure themes to triangulation to ensure the authenticity of the responses.

III. FINDINGS

Figure 3: Simulacrum

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This phenomenology study describes the work-life balance of Filipino Onshore workers in the Petroleum Industry of Qatar, relative to the central question: "How do onshore Filipino migrant workers in the petroleum industry of Qatar balance their professional and personal lives?" Moreover, this study focused on the specific question: "What are the common problems experienced by onshore Filipino expatriates in Qatar working in the petroleum industries?"

Figure 3 shows the simulacrum focusing on the three main themes: job satisfaction, career advancement, and work challenges. This study incorporates the work-life balance on how Filipino onshore workers deal with their personal and professional lives. To avail oneself of a genuinely healthy work-life balance, one must define each of the responsibilities needed to be acted upon. Consistently prioritizing work over family and friends can damage the individuals' relationships (Holden & Renshaw, 2008).

Furthermore, the three main themes show the different conditions that Filipino onshore workers go through while working in Qatar's Petroleum Industry.

The simulacrum represents the work-life balance cycle of Filipino migrants' onshore workers consisting of their ideologies while working in Qatar's petroleum industry. To view the sequence of events distinctly, the simulacrum is divided into three parts. The main themes are found in the outer circle, represented by an arrow that goes in a clockwise direction. At the same time, the sub-themes are located in the inner circle clipped in a toroid shape. Each sub-theme has small icons to symbolize the sub-themes, respectively.

The first theme is Job satisfaction. It is represented by the color green, which symbolizes the benefits and financial growth of Filipino migrants' onshore workers working in Qatar's petroleum industry. The second theme is Career Advancement. It is represented by the color blue, which is associated with the Filipino migrants' onshore workers' depth and stability. The third theme is Work Challenges. It is represented by the color red, which symbolizes the challenges a Filipino migrants' onshore worker may encounter.

A. Job Satisfaction

A contented employee plays a vital role in a prosperous working environment as it provides them opportunities for self-improvement and self-development. Employees urge to work in an environment wherein hard work would be reciprocated with a substantial benefit equivalent to the sacrifice they have made. They take note of the different measures a workplace can offer for their comfort. They consider specific facets of the job and the type of work that can satisfy their needs and wants. Many Filipinos migrate to different countries to work in a company that offers excellent benefits that will surely help them.

Having to work abroad is more beneficial since many companies give better benefits and higher salaries. Working in a well-known company is advantageous because it provides employees better services that make workers financially stable. As stated by one of our respondents:

I'm very satisfied with the work not only because I am well compensated but also with the quality time that I receive for my family. (R3)

Moreover, factors like financial stability, salary compensation, and employees' welfare are the type of measures Filipino migrants consider.

1) *Financial Stability:* The company can be one of the reasons for upholding an employee's financial status in the company. It can be through supporting the financial position of an employee physically or emotionally. Being financially stable is rewarding for the employee as it is about how an individual manages one's monetary income wisely. But to be financially stable, an employee should know how to manage the inflow and outflow of one's income. As shared by our respondents through their experiences:

Working in the petroleum industry is a greater opportunity I must say. As it gives you better income compared to other employment. I don't see working in the petroleum industry as a problem but rather as an opportunity to earn more and save more. That is if you have financial literacy and are knowledgeable enough to manage your income. The problem that I consider is the fact that the other OFWs working in this industry do not take advantage of earning more but spending more. (R2)

Two major things changed our life when I entered the petroleum industry. First is the financial status that gives us more stability, especially for helping my child studies, health, and a better way of living. The second is I have experienced more knowledge in the construction of petroleum infrastructures. (R1)

Of course. In terms of my financial status, my income increased when I entered. There are many benefits as a worker of Qatar Petroleum. Aside from my basic salary, I also receive bonuses, they provide me with allowances and even health insurance. They also sponsor my visa and provide a yearly flight ticket budget for me and my family. (R6)

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2) *Employees Welfare:* Working in a different country to earn a living has its pros and cons, away from their loved ones. But working in a foreign country that is different from one's culture and looking for a position in a company with great employees' welfare is beneficial to an individual as it is an ideal working environment for oneself. As stated by one of our respondents:

Being an OFW regardless of your profession here in Qatar has the same dilemma of being away from family to earn a living. That's the common scenario of working abroad. (R2)

Employees' welfare can be defined as the benefits an employee receives in the company to boost their satisfaction level. Employees' welfare enables workers to work more proficiently as it gives them the financial stability they need. However, these benefits can negatively impact their economic status as some Filipino migrants take advantage of these benefits to save more instead of what they earned. It can be the cause to spend more of what they made. As the respondent stated:

Working in the petroleum industry is a greater opportunity I must say. As it gives you better income compared to other employment. I don't see working in the petroleum industry as a problem but rather as an opportunity to earn more and save more. That is if you have financial literacy and are knowledgeable enough to manage your income. The problem that I consider is the fact that the other OFWs working in this industry do not take advantage of earning more but spending more. (R2)

Such benefits are essential to an employee as it creates meaningful relationships for both the employee and the company. Working in Qatar's primary economic sources, Filipino migrants working in Qatar's petroleum industry find it beneficial to them as they receive bounteous employee benefits given by their company. Furthermore, Filipino migrants enjoy the extensive amount of financial assistance of their family's needs.

They want as their company offers a family-centered benefit that gives them satisfaction and energy to make both ends meet. As they stated:

The benefits of working in this kind of industry are that I get to spend my time with my family after work. Some of the benefits of working in the petroleum industry are that they provide allowances for housing, education, travel expenses, and other expenditures. This is more family centered. (R4)

All of us enjoyed the major benefit including education because my children are free of education, their transportation going to school. And we have also gained the help benefits in the international. (R1)

3) *Salary Compensation*

Salary compensation is the reward or bonuses paid in exchange for services provided, including the company benefits like allowance, housing, travel, and educational plan. Workers are being compensated by offering services to the company even if they are unwilling to do it. Being paid requires your quality performance and target objective in the petroleum industry. As stated by our respondents:

The benefits that make me enjoy my job are the bonuses, the allowances for housing and transportation, and the yearly budget for flight tickets. (R1)

Two major things changed our life when I entered the petroleum industry. First, the financial status that gives us more stability, especially for helping my children's education, health, and a better way of living. Second, I have experienced more knowledge in the construction of petroleum infrastructures. (R1)

I can say that I am very satisfied with the benefits that I get. Especially the long Eid holidays, free medical insurance, and family airfare. (R5)

These benefits depend on what rank or position you are in exchange for your work performance, skills, and workforce. This salary compensation covers the employees and protects the family expenses and benefits that they can avail. Here is the respondents' response regarding salary payment:

We all know that working in an oil and gas company will have good compensation and benefits for its employees and family. (R5)

I'm very satisfied with the work not only because I am well compensated but also with the quality time that I receive for my family. (R3)

Of course. In terms of financial status, my income increased when I entered. There are many benefits as a worker of Qatar Petroleum. Aside from my basic salary, I also receive bonuses, they provide me with allowances and even health insurance. They also sponsor my visa and provide a yearly flight ticket budget for me and my family. (R6)

In conclusion, Filipino migrants working in Qatar's petroleum industry have acquired significant benefits in financial stability, employees' welfare, and salary compensation that would sustain the necessities they needed in their everyday living.

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B. Career Advancement

Career Advancement is the progression of an individual's career. This is where an individual's expertise develops through the workplace, environment, and the surrounding of the person's organization. The individual's career advancement depends on the generativity and the capabilities of his planned action.

1) Work Capabilities

For an applicant to be selected, they must have the work capabilities to satisfy the business industry. Filipino migrant workers sometimes get high possibilities of getting selected for job positions because of one characteristic known to them in many countries. That is needed in some companies, which is being a hardworking person. With that characteristic of being a hardworking person, people generalized that Filipinos have the work capabilities. Like what is stated below:

Filipino expatriates are not being underestimated. Instead, Filipinos are viewed as hardworking and they often rely on us Filipinos. (R6)

Normally if you have done a great job or have completed some requirements of the boss or the managers, they will be treating the whole team. (R1)

Though not all have the same case as the respondents stated above, some possess the work capabilities that a company or an industry needs, with yea rs of work experience professional worker like what this respondent stated:

My professional background gives me good help and I did not have a hard time finding a better job here in Qatar. (R1)

2) Work Ethics

Through working and doing tasks over the years, it is inevitable to pick up work ethics habits along the way. These work ethics shows how much a person is well deep-rooted within the company. This could vary from different attributes picked up upon learning from senior management or just from everyday life. As they stated:

I usually put my center of attention on special cases that we are going to make a follow up because we do not want to miss a thing. Because this can be directly reported to the head of the management. (R4)

I need to put all of my attention on the task given to me because multitasking is not a common practice in the Petroleum Industry compared to other private industries. (R5)

I do my best on the assignment given to me to impress my colleague. (R5)

However, some employees are still fine with working while an event is ongoing, as stated below:

Yes, New Year. 5 years ago, I used to welcome New Year's Eve in various petrol stations while doing inventories. (R5)

While others are all right with working on holidays, some may find it difficult hence they find a way to be able to work on time with their schedule while making time for family as stated below:

To cheer me up, I always tell myself that I need to finish my work first because work is work and family is family. (R3)

3) Professional Development

Professional Development is the core and central thought unit of Career Advancement. They may appear to be interchangeable; however, they both have some distinguishable differences. Professional Development relies on a person's knowledge and skills in a particular occupation. This is how much the individual can absorb all the experience, wisdom, and values through learning and studying the said profession. In comparison, Career Advancement pertains to the decision of the individual for his future goals and aspirations. The Professional Development of a person depends on the condition of the work environment. Filipino Migrant Workers will result in better professional development if the workplace provides a competitive atmosphere. As the respondents stated below:

Yes, I am. Companies' leadership has made changes that are positive for me and my career advancement and also financial stability. (R2)

We have very good management, so we are not under stress and we have all the time that we need for professional experience or advancement and it is also up to you how you manage it well. (R4)

Two major things changed our life when I entered the petroleum industry. First is the financial status that gives us more stability, especially for helping my child studies, health, and a better way of living. The second is I have experienced more knowledge in the construction of petroleum infrastructures. (R2)

To conclude, Career Advancement has been one's goal to succeed in life or for themselves. They acknowledge the need for great Work Ethics to appear more responsible and proper. At the same time, they are giving their full efforts to show their Work Capabilities to prove the mass of the steady but gradual upholding of their Professional Development.

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C. Work Challenges

Work challenges are circumstances and situations that may have many hardships and obstacles that stop a person from reaching his/her goal, which is commonly encountered by Filipino migrants. Specifically, work environment, time management, and racial discrimination are mostly experienced by Filipino migrants working in a foreign country.

1) Work Environment

When you move into a new working area as a newly employed worker, there are common problems that will affect your areas like discomfort in the workplace or surrounding, miscommunications or interpersonal conflict in the area, and work adjustment. All these common problems fall under the work environment. The work environment is an environment, social factors, and physical conditions through which you perform your work. In addition, Filipino migrants working as onshore workers in the petroleum industry shared their experiences as they stated:

Qatar Petroleum is one of the good companies for Filipino expatriates. My experiences while working in Qatar Petroleum is way better than my past job. Although, I have a lot of experience working in this field, working in Qatar petroleum as a safety nurse. The work is very manageable, and the work environment is less stressful than in my previous company. I think that we do not have that much problem working in Qatar Petroleum. As I said, the working environment is safe for Filipino Expatriates and we are not being compared to other nationalities working in Qatar petroleum. (R4)

We have very good management, so we are not under stress and we have all the time that we need for professional experience or advancement and it is also up to you how you manage it well. (R4)

Work environment problems are common and familiar to Filipino migrant workers. There are some OFW's that inform or address this kind of situation wherein they can no longer endure it, which results in difficulty in performing in work or jobs. A respondent's response regarding the work environment is stated below:

Before I worked in Qatar, I worked in London, United Kingdom. Where in one of my struggles is that as a consultant, we also have tons of projects to do, so we always do something. My other struggle is since it's a multinational company the communication barrier is a problem. (R3)

2) Time Management

Good time management is beneficial, especially when it comes to balancing time between work and family. The lack of this skill can affect your time with the work and projects that have to be done and submitted at work or affect your family relationship and bonding. The respondents may have had sufficient time management skills and strategies, so they were able to avoid stress and pressure. As the respondents stated:

Our company has a policy where you should prioritize family overwork, so I see to it that I have other activities to release stress from work. I usually go to play tennis twice a week and it helps release me from the pressure and stress from work as well as going to church. (R4)

You have to balance your time, not only for work but you have to give time to your family. You need to have constant communication like WhatsApp and Messenger, or you can call sometimes. And every weekend you have to spend quality time. (R2)

I eat meals with my family every day. On weekends, we go outside to the mall or the park for bonding. (R6)

To balance my personal and professional life, I set priorities. Of course, I prioritize my family and personal life. If I set a schedule for work, I stick to it. (R6)

It is not very difficult to balance my personal and professional life. It may seem that I am not that busy at work but previously, I go home early and spend quality time with my family. (R6)

Hence, due to inadequate time management, this results in missing important events, like birthdays, anniversaries, and other celebrations, but a respondent stated another particular event that he/she missed. A respondent shared his experiences regarding the missed events:

Yes, because of work-related calls and month-end reporting. Since I am in the finance department, I need to end every end of the month reporting which needs to be completed and submitted to the higher management. I missed activities such as card giving and the swimming activity of my youngest son. (R2)

3) Racial Discrimination

The workplace is among the most frequently noted areas in which racial discrimination occurs with unfair treatment or bias against someone who can affect human rights. It is an unfair effect on people of a particular national or color-treated less enthusiastically than another person in a similar situation.

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It is one of the biggest problems in our society that has been part of our world since the beginning of time because people are judgemental that they do not even realize that they can affect people's feelings or lives. Here are some of the responses shared regarding racial discrimination:

I had an instance where I was discriminated against by my supervisor, but I fought with him to defend my pride and sense of loss. Afterward, my supervisor was silent about it. (R3)

Being discriminated against for specifically being Filipino, no. The only discrimination here is that Western people are being treated better than us. Not that we are being treated poorly, but the treatment is different. They are being given a higher salary grade even though we have the same type of work. (R6)

Usually, Filipinos are being underestimated by other nationalities, especially European because they think we are a third world country. But in my company, we have policies to follow so if you ever feel discriminated you can just report to the company about it. (R3)

However, some respondents did not experience any of the said work challenges. As for racial discrimination, Filipino migrants are not underestimated; instead, they shared some ways to avoid being discriminated against. Below are the respondents' positive responses:

With my fourteen years of working in this field, I can say that this is a good working environment for a Filipino migrant because we are being treated equally and because I have been in the company for a long time, they gave me a lot of benefits. (R4)

Never, as long as we stay friendly, collegial, and always act with dignity and respect for others. (R2)

Communication is a problem since English isn't my first language. If your verbal communication in English is not that good you would be interpreted as a weak-minded person. But if you can prove yourself you wouldn't be discriminated against at all. (R3)

In conclusion, when it comes to their work environment, it is, as well, less stressful and safe for the Filipino migrants. Though work challenges are unavoidable and make them experience many struggles and stress, they eventually have a successful work-life balance in Qatar's petroleum industry.

IV. DISCUSSION

A. Work-Life Balance

Many facets compose the balance of work and life. It is not only about logic, reason, and financial affairs. It is also crucial to see all sides of a situation and think out of the box for an individual to less likely repeat the unhelpful habits that will become a challenge in one's progress. Likewise, it is facile and effortless to be stuck with long working hours while striving to maintain a stable living condition. On the other hand, this can lead to neglecting relationships in the family, self-development, recreational activities, and self-gratification (Holden & Renshaw, 2008). A study done by Duxbury and Higgins (2001) discovered that women reportedly have a higher role overload than men and men reportedly have a high level of conflict between work and family (Jackson & Fransman, 2018). Thus, it is vital to learn how to be flexible to not lead to doubts or desire to give up (Holden & Renshaw, 2008).

Even though inevitably, there are always competing demands for our times but to achieve a perfect work-life balance Grzywacz and Carlson (2007) argued that work-life balance should consider the impact of an individual's lack of credit on their work and family environment (Brough et al., 2020). It is vital to analyze our goals, especially long- and short-term career plans that are essential and can be sources of motivation as we use them from our time in our day to day living. Moreover, in setting personal or professional goals, it is necessary to examine if the goals are realistic. Yet, some things cannot be changed, and such as our physical attributes, we are capable of learning a new set of skills from our surroundings (Hindle, 2008).

Work-life balance has no exact accepted meaning. It is just about finding the right balance between work and life and feeling comfortable and safe with work and family duties. In other words, the work-life balance depends on how an employee handles his work and life (Agha et al., 2017). Family-friendly policy, respected by other companies, is an introductory offer for employees to create a healthy work environment and have a quality work-life balance and are positively related to employees and organizations' work outcomes. Overall, employees can have time for both family and work (Feeney & Stritch, 2017).

Furthermore, to understand work and family interfaces from different perspectives, looking at the husband and wife's view. Such a perspective provides insight into an institutional variation on academic life in general (Agha et al., 2017). In regard to the previous statement, this implies comparing the perspectives of newly-weds and how their upbringing changes their views in maintaining healthy work and life decisions. Work Personal Life Enhancement (WPLE) explains how both work and personal life enhance and support each other (Agha et al., 2017). Besides, this construct aims to support the idea that sticking to a consistent and sensible routine could improve one's personal life and potentially stimulate the drive for growth and self-sustainability. Ultimately Work-life balance can be used as a critical component in any organization as an employee retention strategy (Agha et al., 2017).

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A study found that emotional intelligence, work-autonomy, and work-life balance are essential in increasing social workers' compassion satisfaction. Analyzing compassion satisfaction moves the narrative to a perspective based on the strengths-focused on what keeps the profession's social workers (Bae et al., 2020).

Moreover, this means that the organization is making efforts to maintain a healthy working environment supporting current staff to remain in the company. We can see how a company treats its staff members well by looking at how an employee has been working for the said company. As stated, this proves that utilizing a proper schedule will retain a staff member for years simply because of its comfortability and loyalty to pour out the person's outstanding efforts in maintaining a spot within the organization.

B. Job Satisfaction

Job satisfaction is a positive mindset felt by an employee resulting from assessing one's performance in the company. It is how an employee feels joy in his or her career (Ali, 2016). As Wicker (2011) interpreted, job satisfaction is a sense of pride and inner fulfillment achieved when doing a particular job (Saleem, 2015). To increase efficiency, effectiveness, productivity, and employee job commitment, the company must satisfy its employees' needs by providing the right working conditions (Raziq & Maulabakhsh, 2015). Additionally, it is the employees' attitude towards the role that they are performing at the workplace. It is also an essential component for employee motivation and better performance (Vroom, 1964; Raziq & Maulabakhsh, 2015).

Furthermore, it is an integrated set of psychological, physiological, and environmental conditions that encourage employees to admit happiness and contentment with their jobs (Spielgler, 1938; Raziq & Maulabakhsh, 2015). However, there are specific scenarios that the company management would tend not to care about the quality of work-life their employees have (Kim, Lee & Sung, 2013; Jackson & Fransman, 2018). This leads to the employees' inevitable dissatisfaction with the task assigned to them, or they might not be sure about factors such as their rights and work surroundings (Clark, 1997; Raziq & Maulabakhsh, 2015). To give an example, there is a study conducted in the telecom sector by Tariq et al. (2013), as cited in Raziq & Maulabakhsh's paper (2015), they indicated the different variables like the workload, salary, stress at the workplace, and conflicts with the family that may lead an employee towards dissatisfaction that further results in a turnover.

Although job satisfaction indicates every employee's physical and mental well-being in the workplace, it also considers the different possible outcomes to their aspects in life. While conducting this study, we engage in Filipino migrant workers' different perspectives on their chosen profession's satisfaction. As seen in the statements stated out by our interviewees, we found out how their behavior and happiness in the workplace can create a positive outcome to their work-life balance.

Financial stability gives a person full confidence in his financial situation. They don't need to worry about unexpected expenses because they have a steady income to cover all of the costs in their necessities and have enough savings to cover up emergencies. Further, financial stability is more of the way they think and their opinions about the situation. Being financially stable, you don't need to worry about money and will be able to put your attention to other things in life (Silva, 2019). Likewise, when employees are financially stable, they are motivated and happy, which results in financial wellness meaning fiscally healthy acquiring the know-how to smartly spend the money more wisely (Kurzawska, 2019). In this way, it heralds the expansion of currency prosperity opportunities and work-life balance to solve the low level of employment and personal inefficiency. (Jackson & Fransman, 2018).

Throughout the years, every individual has been responsible for their money management and financial affairs. A crucial indicator of a person's ability to make financial decisions is the amount of financial literacy knowledge. (Lusardi, 2019). Planning personal finances, knowing alternatives in saving money, and increasing private capital are the skills needed to improve financial sustainability. Everyone can be financially stable as long as the person has got the knowledge of financial literacy. (Čaplinska & Ohotina, 2019).

Further, Filipino migrant workers aim to be financially stable that can sustain the obligations that they face. As expressed in their statements, Filipino migrants do not restrain themselves from having the financial stability they urge and educating them about their financial literacy.

Employee welfare attempts to establish valuable living experiences for the workers for their convenience and development of the workers' intellectual or social life by compensating them above their wages (Gupta, 2000; Ganesh, 2017). An employee is assumed to capacitate an adequate income, right working conditions, leave allowance and benefits, and vacations where they are made available to the employees, leaving it much desired (Becker & Huselid, 2006; Odeku & Odeku, 2014). Companies' critical practices and methods enhance employee job satisfaction in a company (Prabhakar & Mishra, 2016).

There are instances that insufficient welfare benefits to the employee's limit workers' social and organizational circumstances and impact their productivity (Elson & Pearson, 1981; Odeku & Odeku, 2014). Hence, employees' welfare is defined as providing opportunities for the worker and their family for a better life (Gaikwad, 2013; Odeku & Odeku, 2014). Acquiring these will also

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improve their worth in the company while also boosting their self-esteem and financial status, which acts as a motivation to be more passionate about their job while sustaining their productivity (Thorsen, 2006; Odeku & Odeku, 2014).

The benefits received by the employees may vary from time to time, region to region, and from country to country (Prabhakar & Mishra, 2016). The employees' welfare should be one of the topmost priorities of a company. This will encourage improving the ability and commitment of the employees in the workplace (Bharathi & Padmaja, 2018; Alam et al., 2020).

Additionally, employees' welfare entails the benefits and advantages of the companies that help them build their mutual relationship by adjusting to their terms and conditions in an agreement.

Salary Compensation is a regular or monthly payment given by employers to employees or the reward of return in the service within the company. Wages that are being compensated to the employees refer to their work experience, academic backgrounds, and achievements that they have gained. That will determine their positions and the range of professional compensation depending on the industry's geographical location. It is stated, such as deciding base salary, bonus, and commission provided by an employer to its employees for work performed and capacity. Whether you are in the position of a white-collar job or blue-collar job, it must have a reward or an incentive to exchange the value of work hours of an employee and to their company or organization contributions, especially when it talks about higher capacity of work.

These employment benefits or compensation boost employees' loyalty, performance, and productivity (Issac, 2016). Research respondents stated that they are delighted by the services and capable of providing their salaries means they are ready to work for it. One study (Jagsi et al., 2016) said that their pay depends on how light or heavy your position is and their age. Gender, academic background, and your rank would be one qualification to gain this kind of salary compensation and levels of benefits (Freund et al., 2016).

In addition, having this kind of benefit and compensation comes from your hard work and efforts to be rewarded with satisfaction. Furthermore, the more you work for a company, the higher and the longer you are in that position, it will double up what you started (Newswire, 2020). To conclude, salary compensation is one of the rewards which determines one's work capabilities and work performance through the long run.

C. Career Advancement

Career Advancement is not easy. Only when you will put yourself on the right track by continuing to do great work and identifying factors that can impact your goals (The Sun, 2013). Career Advancement is a significant theme because this affects both work challenges and Job Satisfaction. This theme is a determiner of people's lives on how they live their career or job as a Filipino migrant worker in Qatar's petroleum industries. There are three units under this theme: Work Capability, Work Ethics, and Professional Development.

Work Capability, in terms of the workplace, is synonymous with the capability approach. As noted by Robeyns (2009), The capability approach is stated as "a broad normative framework for the evaluation and assessment of individual well-being and social arrangements, the design of policies, and proposals about social change in society." (Bryson, 2014). Filipino migrant workers are known for being hard-working in their jobs and careers because of their work capability. Using the Employability Rate Model of Barre, OFWs may be considered 'global citizens' and 'lifelong learners' because it is evident that they seek to make a significant contribution to the country they live in and to learn about its people and culture just to comprehend and appreciate their roles in the workplace (Torres, 2014).

Filipinos also can adjust to cultures. One study explains that Filipinos can speak English upon arrival. Their educational background and professional skills allowed them to live in less ethnically concentrated areas (Paik et al., 2016). This tells that many countries recognize Filipino's work capability and why people prefer to employ and work with Filipinos. To conclude, Filipino migrants are more sought out in some companies for their diligence and creativity in their respective work fields most especially having the capability to uphold a reputation in doing jobs wholeheartedly.

Work Ethics in general, maybe describe workers as a way to discern one's way of living (Moore, 2017). This means that the way you live describes your work ethics, may it be good ethics or bad ethics.

Robust connectivity between work ethics and life skills inculcated effective habits that shaped their work behavior and ensured consistently high productivity (Abdullah & Shuhally, 2019). Ethics and values uphold specific importance, mostly on cultural labor (Kennedy, 2011). The most crucial distinction between the two would be that ethics is a synonym for moral principle, while values are paramount (Banks, 2012). This implies that ethics refers to how a person conducts a particular activity, while values refer to the importance of said values.

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Additionally, emphasizing ethical decision-making has the same significance as your moral principle (Banks, 2012). Furthermore, the Code of Ethics implications in works such as law, medicine, counseling, and other professions are essential to protect the services misconduct or exploitation (Banks, 2012). These social work ethics and values built up foundation overtime in the longevity of professionalism in modern times. To conclude, work ethics construct a person's attitude towards the work being given and presents itself through hard work and determination. As stated from the responses above, the efficiency and drive from these hard-working Filipino migrants prove that their code of ethics aligns with their moral principles and beliefs. This ensures their families are provided with the necessities in life without the lack of spending time for other variables such as quality time and stress-relieving activities.

Professional Development is seen as an open door to any learning opportunities that give a new set of skills and information to self-improvement and professional advancement (Huang & Cho, 2010). Additionally, an employee is not only satisfied and productive but is also actively and continuously seeking out opportunities to gain more knowledge (Abid et al., 2019). There are several forms of learning experience relevant to an employee's work (Mizell, 2010). Such opportunities are ranging from seminars and workshops to social gatherings (Huang & Cho, 2010). It is seen and practiced in our everyday interactions in the workplace, such as a regular conversation with colleagues, reading and researching a specific topic, observing a colleague's work, or learning from each other (Mizell, 2010).

A study demonstrates that ongoing professional development is required to sustain workers' productivity (Duran & Duran, 2005; Huang & Cho, 2010). Attaining professional development enhances workers' productivity and competence, thus improving morale and a sense of belongingness to the organization (Huang et al., 2007; Huang & Cho, 2010). Workers highly engaged themselves in shaping the future of their company and their own. They are growing, developing, learning, and highly energized, and at the same time, they know how to avoid the feeling of exhaustion that eventually may lead to feeling burned out (Abid et al., 2019). Moreover, it is critical for the retention of skilled employees, as it offers growth opportunities and can increase workers' satisfaction. (Huang et al., 2007; Huang & Cho, 2010). Lastly, professional development does not limit an employee's learning in the workplace. Instead, this motivates them to manage and understand the limits within their expertise, as stated in the responses above.

D. Work Challenges

Working in a foreign country has made Filipino migrants experience work challenges. Migration mainly happens when workers are educated and skilled with many years of experience in their professional field. Still, because of a hard life, political and religious conditions, they are forced to leave their country (Manuti, 2020).

Work environment issues are common to many businesses worldwide, ordinarily average companies. 'workplace performance' means a workplace environment given by the employer to their employees that supports the employee's performance (Clements-Croome, 2006; Pravamayee, 2014). One of the researchers' respondents stated one of the common problems in communication in the work environment, which is about “Language Barriers.” There are more common problems in the environment. One study showed that this study’s respondents are satisfied with the work environment, duties and responsibilities, refreshment & recreation facility, grievance handling procedure, fun at workplace, health & safety facility. Simultaneously, the workers are not satisfied with the workload & overtime, fatigue & boredom of the job, and the supervisor's attitude. There are still some workers or respondents who disagree with some of the satisfied factors or vice versa. (Pravamayee, 2014). As stated above, Filipino migrants work correctly. Depending on a well-organized and consistent workplace depending on their work environment we could see how efficient they are in performing a systematized and well-structured work environment.

Time management was generally positive when it came to proximal and stress-related situations (Claessens et al., 2007). Based on that, time management can help the Filipino migrant workers cope with moving to another country and overcoming stress-related circumstances. To develop and maintain good time management, there are certain vital elements that a person must have. These are setting goals, having organization, delegation, and relaxation (Jackson, 2009). Having adequate time management boosts the productivity of the employees and helps to subsist on pressure and conflict. This helps them maintain a healthy work-life balance and drive them more (Daniel and Santeli, 2020).

Effective time management increases productivity and encourages advancement that enhances professional and personal gratification (Gordon and Borkan, 2014). Effective time management allows employees to maintain focus on their work to achieve productivity (Chase et al., 2013). Henceforth, many factors demand our time, such as spending too much time on our daily routines. It is also essential to assess your day and allocate your time correctly (Hindle, 2008). When executed correctly, time management can make a significant difference in an employees’ life as it helps them balance out things to accomplish and be able to use their time fully, avoiding wasting valued time.

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Moreover, time management can mainly deal with employees having conflicting roles, like being an employee, a father or mother, a husband or wife, and other roles. In conclusion, time is an essential part of our work and life to meet demands, duties and roles.

Racial Discrimination has been a huge issue nowadays. Discrimination is a differential and less favorable treatment of specific individuals because of any of the abovementioned characteristics, regardless of their ability to fulfill the job's requirements. It also arises when, for the same position, a migrant worker receives lower pay than a national worker (ILO, 2007).

Racial Discrimination occurs around us every day. The workplace is one of the areas in which discrimination most frequently occurs (De Castro et al., 2008; Chou & Choi, 2011).

All people should be dealt with similarly because individuals are supposed to have freedom. Still, those who abused their power and authority may create workplace racial discrimination problems, which is a problem for hundreds of millions of people in today's workforce (Amber, 2013; Mathews, 2019). Discrimination at work remains an issue for migrants and may require different policy responses to mitigate the harm it causes (Wilson & Parker, 2007; Daldy et al., 2013). Workplace discrimination has been recognized as a significant issue throughout the world and triggered equal employment opportunities legislation (Watson et al., 2009; Daldy et al., 2013).

Likewise, there are numerous ways of how Filipino migrants' workers can experience racial discrimination but having these experiences and knowledge should help individuals defend themselves from workplace prejudice.

V. CONCLUSION

This study aims to comprehend the living comfortability of the multiple Overseas Filipino Workers (OFW) working in the petroleum industry. As the researchers discover to seek answers to the specific question: "What are the common problems experienced by onshore Filipino expatriates in Qatar working in the petroleum industries?".

The data and analysis that has been gathered show the advantages and disadvantages of working in the petroleum industry. Through examining each response, most of the respondents are quite satisfied with their jobs and work environment. Though the problems are common among respondents, such as: losing quality time for one's family or hobby, others had issues initially but later on adjusted to it smoothly. To conclude, OFWs working onshore in the petroleum industry are observed to have joint problems that affect the balance between their Work and Lifestyle to guarantee a healthy and steady way of living.

Based on this study's findings, the researchers significantly determined the importance and attributes that act as a framework or a basis to assess the priorities needed to live a comfortable life.

They have taken opportunities to significantly enhance their work performance without losing the quality time for their families. Ensuring that they understand the work conditions, the OFWs strive to work with great diligence and enthusiasm while maintaining a firm but wholesome time with their daily lives.

The researchers recommend that in maintaining a proficient and sustainable work-life balance, one should have the capabilities of understanding a significant priority.

Having a well-thought schedule or a timetable is one of the ways to do that. The Filipino migrant workers should ensure that their work projects and other meetings would not ruin their families' quality time. Maintain healthy relationships with your friends and make new connections with other people in different work fields.

It is important to openly communicate with your family about problems at work or share your opinions to take up a conversation with the family to maintain a healthy routine of speaking out thoughts for discussion and a concrete way to retain family time while keeping your hobbies at the same time. Read books, go out camping or hiking, biking, running, or even just shopping, have leisure and an outlet to relieve all the stress you can. Almost everyone is seeking a work-life balance (Lockwood, 2003). That is indeed true for people who simply don't want to get stressed. We live in stressful times; each of us deals with stress every day (Lockwood, 2003).

The researchers encourage future researchers to improve the research paper upon conducting the study to avoid blunders that negatively affect the study.

To start, the researchers suggest having a different group of respondents besides those with families. It is merely because the responses would be very different from what is on the paper. Furthermore, be sure to add follow up questions after stating each problem to designate and direct the response to a more elaborate and comprehensive approach. To conclude, be cautious of the little mistakes and errors that could affect the paper while finding review and related literature or making up statements correlated to the study.

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BIOGRAPHICAL SKETCH

A. *Klient Darelle C. Ajoc* is currently a student at Philippine School Doha studying under the Accountancy Business and Management strand. He recently joined the Ultimate Dance Battle in Philippine School Doha. Outside of school, he participates in events such as Volleyball Training, Boxing training, and he loves spending time with his friends and family always ready to go anywhere with these people. He also has a funny and great personality often being rational in terms of cognitive thinking. In 2021, he will be graduating in the Senior Highschool Department and will pursue Leadership and Business Management courses for 2 years in Australia.

B. *Ahmad A. Guro* is an ABM (Accounting, Business, and Management) student from Philippine School Doha (PSD). He will be graduating after his school year 2020-2021. He chose Computer System Servicing as his TLE (Technology and Livelihood Education). He is a former member of the Basketball varsity team of PSD and he is also a former HIYAW Chorale member in 2015. He achieved accomplishment such as being a 2nd runner-up poster-slogan contest in Buwan ng Wika in his 5th Grade, which is his first year in PSD, A Badminton Champion in intramurals 2014-2015, A consecutive 3rd Runner-up badminton singles and doubles from 2015-2017 and being a 2nd Runner -up in Qatar Basketball Federation 3X3 league 2019. For him to extend his experiences, He also participated in the Launch of the new Al-Wakrah Stadium as a volunteer to help people either to lend a hand or inform them as a service. With these achievements, He was able to challenge himself to become competitive. He plans to get a Bachelor of Science in Information Technology (BSCE).

C. *Julia Mae B. Barrientos* is currently a Senior High School student in Philippine School Doha, studying under the Accountancy, Business, and Management strand. She is currently a member of the Senior Safety Squad organization in Philippine School Doha. She attended seminars such as our University life, Financial Literacy: Building, Water Safety, and Library Database Training that is held in Qatar National Library under the school's program. She has been active since Grade 9 in taking Technical Drafting as her TLE Specialization. She also participates in extra-curricular activities like scouting and intramurals and contributed to being the champion in the Table Tennis women's category. In April 2021, she will graduate in the Senior High School department. After graduating she plans to pursue a course of Aviation Management for a bachelor's degree. She likes spending most of her time listening to music and being creative. Moreover, she loves spending time with her family and her friends.

D. *Pamela Nicole R. Macanip* is currently a Senior High School student in Philippine School Doha, studying in Accountancy, Business, and Management strand. In April 2021, she will graduate in the Senior High School department. After graduating, she plans to study college at Ateneo De Manila University in the Philippines. Entrepreneurship (business) is her planned course because she is an aspiring Businesswoman and Chief Executive Officer of a company. She attended seminars such as Stocks and Investment Management. One of the projects of the Senior High School Department is the Celebration of Learning (COL), in which she is active in participating. She spent 2 years taking Food Technology as her TLE Specialization. She spent 7 years of her Elementary and Junior high School in Philippine International School Qatar and transferred to Philippine School Doha. She likes to play volleyball and badminton because it is her stress reliever. Also, she loves to sing and play the guitar as a hobby. As a student, she wants to enjoy life and make memories out of it while achieving her goals in life.

E. *Althea Morine B. Manaor* is currently a Senior High School student in Philippine School Doha, studying in the Accountancy, Business, and Management strand. In April 2021, she will graduate in the Senior High School department. After graduating, she plans to study college at De La Salle University in the Philippines. Entrepreneurship is her planned course because she is an aspiring Businesswoman. She attended seminars such as University Life and Financial Literacy Building last 2019. One of the projects in the Senior High School Department is the Celebration of Learning (COL), in which she is active in participating. She spent 4 years taking Civil Technology as her TLE Specialization. She spent her primary until Senior High School education in Philippine School Doha. She likes joining fashion shows as she wants to share with others her passion for modeling. In her past time, she loves to dance, watch movies on Netflix, vlogs on YouTube, and scroll through her social media accounts. As a student, she aims to make her high school life enjoyable and adventurous.

F. *Angela Luz C. Nacario* is currently a Senior High School student in Philippine School Doha, studying in the Accountancy, Business, and Management strand. In April 2021, she will graduate in the Senior High School department. After graduating she plans to take Nursing at the University of Santo Tomas - Legazpi. She wants to take Nursing because she is most fascinated with human anatomy and has a passion for helping and caring for individuals. After studying Nursing in the Philippines, she plans to come back to Qatar and work in Hamad Medical Corporation. One of the projects of the Senior High School Department is the Celebration of Learning (COL) in which she is active in participating in. During the COL she joined the Senior Safety Squad (SSS) where she was able to acquire more knowledge about safety and to be more vigilant of her

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surroundings. She spent 3 years taking Civil Technology as her TLE specialization. She likes to play volleyball with her friends for fun. In her free time, she loves watching YouTube and Netflix. She also loves spending time with her family by going outdoors or just having movie night. As a student, she aims to make the most out of it and enjoy every single day in her high school life.

G. *Francine Leeyan D. Ramos* is currently a Senior High School student in Philippine School Doha, studying in Accountancy, Business, and Management strand. In April 2021, she will graduate in the Senior High School department. After graduating, she plans to take Pilot in WCC Aeronautical & Technological College in the Philippines. She wants to take Pilot as her course because she is an aspiring Aircraft Pilot. She attended a seminar about Financial Literacy: Building, in the school's program. Wherein she gained a lot of information and knowledge where she can use in her college life. One of the projects of the Senior High School Department is the Celebration of Learning (COL), in which she is active in participating. She spent 2 years taking Food technology as her TLE Specialization. She spent 4 years of her Junior High School in Our Lady of Perpetual Succor College and Philippine School Doha. She likes to play volleyball because you will know some important lessons in perseverance, teamwork, and selflessness. She also likes to dance and enjoy every beat of the music. In her pastime, she loves watching YouTube and Netflix. Also, she loves badminton and swimming. As a student, she makes herself proud and thankful for every single day that happens in her life.

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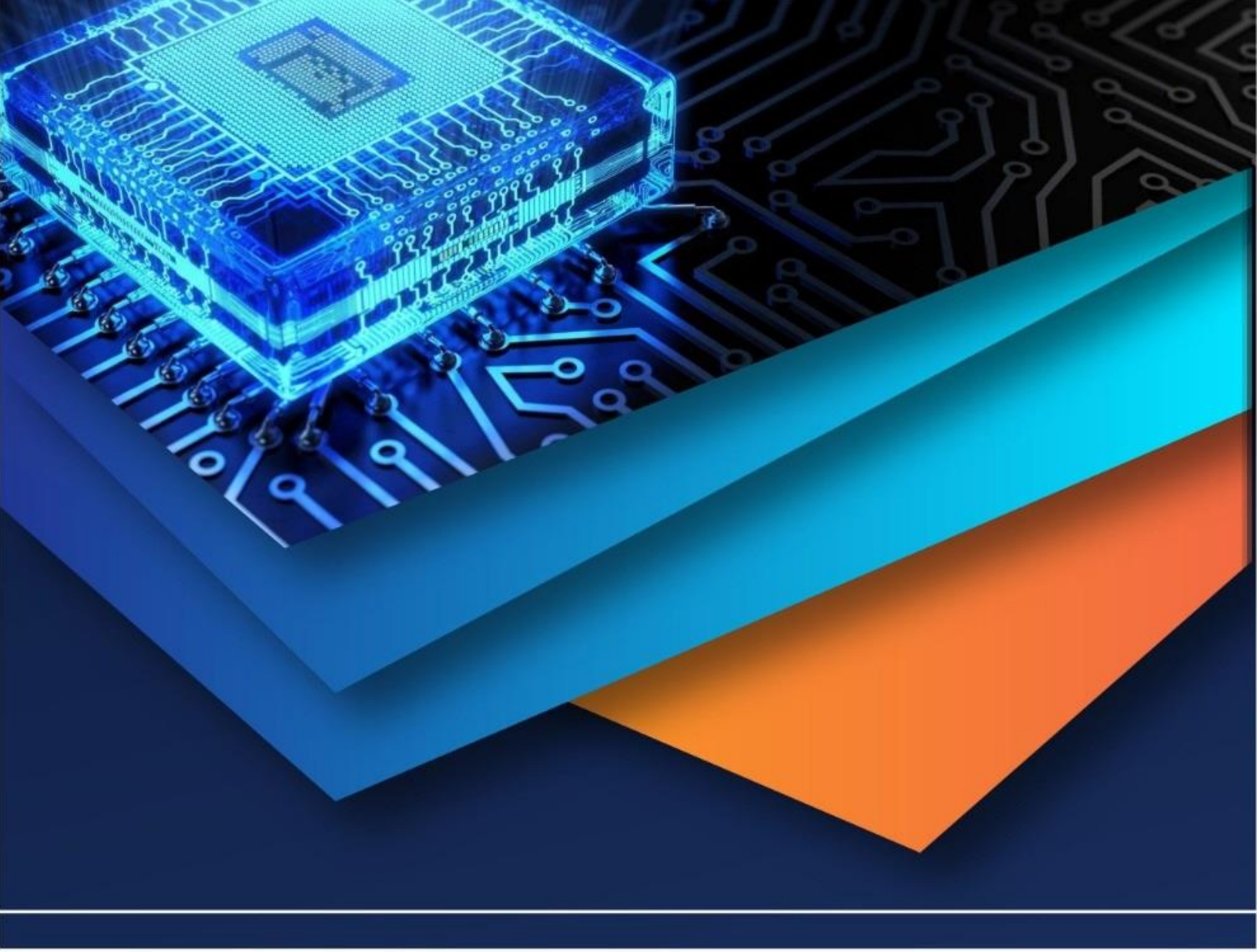

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