

RESEARCH ARTICLE

EMOTIONAL CAPITAL AND JOB SATISFACTION OF OVERSEAS FILIPINO WORKERS: BASIS FOR HAVILLAH INTERNATIONAL MANPOWER SERVICES INCORPORATED'S SUSTAINABILITY STRATEGY

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ABSTRACT

The purpose of this study was to create a sustainability plan for Havillah International Manpower Services, Inc. that gave overseas Filipino workers' (OFWs') accomplishments and well-being a top priority. The connection between emotional capital and job satisfaction among OFWs was examined using a descriptive-correlational methodology with descriptive and inferential statistics. To choose a sample of 203 OFWs, stratified random sampling was used. A modified questionnaire with five components served as the survey's measurement tool. The study's findings, which indicated that emotional capital was an important factor in determining job satisfaction, emphasized the necessity of including emotional intelligence training in an organization's sustainability plans. The findings offer crucial information for researchers, decision-makers, and organizations interested in understanding the profile of OFWs and how it affects their well-being, personal growth, family ties, and emotional intelligence, among other aspects of their lives. According to the study's conclusions, a sustainable plan for OFWs should prioritize their emotional health and take advantage of emotional intelligence training's advantages to raise their level of job satisfaction and general quality of life.

KEYWORDS

Emotional Capital, Job Satisfaction, Sustainability Strategy, Sustainability, and Working Condition

1. INTRODUCTION

According to Ralf Rivas in Rappler, overseas Filipino workers (OFWs) have long been an essential supply of foreign labor and their remittances contribute significantly to the country's GDP (Ralf Rivas in Rappler, 2020). However, emotional challenges that can have a negative impact on the well-being of OFWs, such as anxiety and depression, frequently accompany the benefits of working overseas. To promote employee job satisfaction and general well-being, it was crucial to understand the function of emotional capital, which includes the ability to recognize, interpret, and manage emotions. This study examined the relationship between emotional intelligence and job satisfaction among overseas workers employed by Havillah International Manpower Services, Inc., a major provider of overseas foreign workers. Given their substantial contributions to the Philippines' economy, the mental health of OFWs is of the utmost importance.

Prior research has demonstrated the significance of emotional capital in predicting employee job satisfaction and general well-being (Wen et al., 2019). However, there was a paucity of research examining the relationship between emotional capital and the job satisfaction of overseas Filipino workers. By investigating the relationship between emotional capital and job satisfaction among OFWs employed by Havillah International Manpower Services, Inc., this study sought to fill this lacuna in the literature. It was anticipated that the findings would contribute to the corpus of knowledge on this topic and provide recruiting firms with guidance on creating supportive work environments by providing practical insights for enhancing the mental health and job satisfaction of OFWs.

A significant portion of the OFW population consisted of millions of laborers from the Philippines employed in numerous locations around the globe. OFWs made significant economic contributions, but frequently contended with emotional issues such as homesickness, loneliness, and cultural acclimatization, which had a negative impact on their emotional health and job satisfaction. Numerous studies have examined the relationship between vibrant capital and job satisfaction, highlighting its role in generating positive work experiences. It was crucial to comprehend the relationship between emotional capital and employment satisfaction among OFWs in order to manage their unique emotional challenges and improve their overall health.

2. LITERATURE REVIEW

2.1 Demographic

Understanding the characteristics and experiences of overseas Filipino workers (OFWs) requires a demographic profile, which should include information on sex, marital status, age, years of experience, and job description (Hwang, 2018; Abji et al., 2019; Liao, 2022; Gallo, 2018). According to research, female OFWs frequently face different difficulties than male OFWs, and they are more vulnerable to exploitation and abuse (Hwang, 2018). Marital status affects the social networks that OFWs have access to, which may affect how well they adjust to living abroad (Liao, 2022). Older OFWs frequently work to support their families or plan for retirement, which has an impact on their motivations for working overseas (Gallo, 2018). Additionally, the length of an OFW's job abroad may affect how they feel, with more experienced workers possibly experiencing burnout (Liao, 2022). Designing targeted policies and

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interventions that enhance well-being and address the unique issues faced by OFWs in varied occupational situations requires an understanding of these demographic characteristics (Hwang, 2018).

2.2 Emotional Capital

Emotional capital is essential for the well-being of overseas Filipino workers (OFWs), who face emotional challenges while working abroad. According to studies, OFWs with greater self-awareness experience less emotional exhaustion (Fernandez et al., 2018). Aquino Jr., and higher levels of self-awareness are associated with healthier coping strategies (Aquino Jr., 2020; Dauletova and Dauletbaeva, 2022). Emotional intelligence, which includes self-control, self-assurance, and self-reliance, is also essential for the well-being and job satisfaction of OFWs (Jabar, 2019; Akhter et al., 2021; Ng et al., 2022). Empathy, a crucial component of emotional capital, influences attitudes toward work and job satisfaction (Ng et al., 2022; Jabar, 2019; Magliveras, 2019; Garabiles et al., 2019); meanwhile, social skills have a positive effect on how well OFWs adapt to new cultures and deal with stress (Zarsuelo, 2018; Mahajne, 2023; Ashour et al., 2022). Adaptability, optimism, and self-actualization are also essential for OFWs to successfully acclimate, and experience enhanced emotional well-being (Bautista and Tamayo, 2020; Shahzadi and Khan, 2022; Lapid et al., 2022; Lai, 2021). Employers and support groups should fund projects that promote emotional capital traits such as self-awareness, self-control, empathy, social skills, flexibility, optimism, and self-actualization to enhance the well-being of overseas Filipino workers. These traits can help OFWs overcome the challenges of working abroad and increase their job satisfaction.

2.3 Job Satisfaction

In the healthcare industry, Chauhan, Kaul, and Maheshwari discovered a correlation between emotional intelligence and job satisfaction (Chauhan et al., 2022). Miao, Humphrey, and Qian discovered a correlation between emotional intelligence and job satisfaction in their study of the hotel industry (Miao et al., 2018). Kumar found a correlation between emotional intelligence and job satisfaction among contact center employees in his study (Kumar, 2018). Positive findings emerged from Fida, Muhammad,

and Safdar's examination of the correlation between emotional intelligence and job satisfaction in engineering (Fida et al., 2019). When Park and Kim examined the travel and tourism industries, they discovered that emotional intelligence and job satisfaction are positively correlated (Park and Kim, 2021). Ampofo, Ampofo, Nkrumah, and Ameza-Xemalordzo discovered a positive correlation between emotional intelligence and job satisfaction among Korean hotel workers in their study (Ampofo et al., 2022). In addition, emotional intelligence and job satisfaction were found to be positively correlated in Sony and Mekoth's study on service sector employees (Sony and Mekoth's, 2016). Pau and Sabri found a positive relationship between emotional intelligence and job satisfaction among newly trained Malaysian dentists (Pau and Sabri, 2012). Lee discovered a correlation between emotional intelligence and job satisfaction among Korean public employees (Lee, 2020).

2.4 Sustainability

Literature on sustainability for business strategy focuses heavily on how to engage stakeholders and integrate sustainability concepts into every aspect of a company's activities (Slawinski and Bansal, 2015; Macatangay and Vargas, 2020). Numerous sectors, including oil and gas, fashion, food, and hospitality, are under increasing pressure to implement sustainable practices (Bautista and Tamayo, 2020; Bakewell et al., 2019; Banta, 2022; Tamayo, 2019). Sustainability initiatives should include circular economies, the use of sustainable resources, and the design of recyclable products (Jabar, 2019).

Collaboration between staff, clients, vendors, and local communities is necessary for the success of sustainability programs (Wendee and Sussan, 2018). Transparency and communication are essential for sustainability initiatives, according to (Kim, 2017). Innovation is crucial to the success of sustainable practices (Markard, 2017). Businesses operating in developing regions should employ a bottom-up strategy and collaborate closely with local communities to develop sustainable, situation-specific solutions (Fransen et al., 2019). The COVID-19 pandemic has highlighted the importance of incorporating resilience and adaptation into business models (Bartik et al., 2020).

2.5 Theoretical Framework

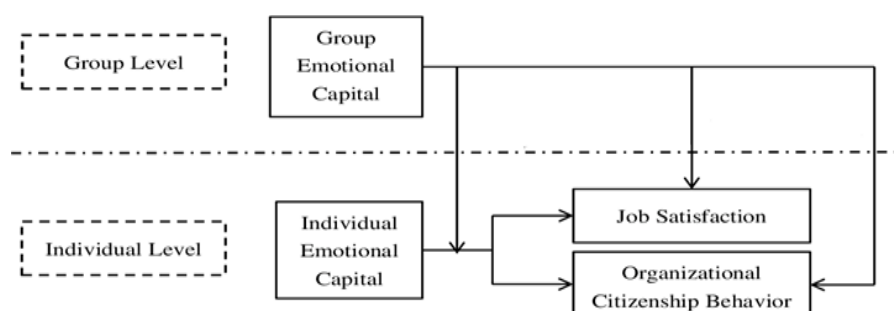


Figure 1: A Multilevel Research Framework by (Liu et al., 2015)

3. METHODOLOGY

In addition to identifying potential advantages of enhancing emotional capital for Havillah International Manpower Services Incorporated (HIMSI), the study used a descriptive-correlational research design to examine the relationship between emotional capital and job satisfaction among Overseas Filipino Workers (OFWs). A total of 203 OFWs, or those from the Philippines working abroad for short- or long-term employment, freely participated as respondents. To ensure proportional representation across the various age strata, the researchers employed a stratified

random selection technique to choose participants from the database of active clients of HIMSI. A customized questionnaire that included sections on demographic information, an assessment of emotional capital, work satisfaction levels, and the connection between emotional capital and job satisfaction was used to gather data. While inferential statistics, like Pearson's correlation coefficient, evaluated hypotheses and gauged the strength of relationships, descriptive statistics defined the levels of emotional capital and work satisfaction. The results were intended to guide HIMSI's plans for improving staff member's mental health and job satisfaction.

4. FINDINGS AND DISCUSSION

Table 1: Profile of the Respondents in terms of Sex

Sex	Frequency Count	Percentage
Male	86	42.36
Female	117	57.64
Total	203	100

According to a study on the sex profile of overseas Filipino workers (OFWs) (Table 1), 117 of 203 respondents were female, representing 57.64% of the sample, and 86 were male, representing 42.36% of the total respondents. According to the data, there were slightly more female OFWs

than male OFWs in the sample. The distribution of sexes among OFs may have an impact on employment opportunities, working conditions, and remittance trends. Researchers, decision-makers, and organizations interested in comprehending the gender dynamics of OFWs may find

Table 1's information useful for evaluating and interpreting study findings.

According to the 57.64% of female respondents in Table 1, Magliveras's (2019) comparative study on Filipino male and female OFWs further validates the differences between the two genders in terms of employment opportunities, working conditions, and remittance practices. In addition, Cebotari, Mazzucato, and Appiah discussed how gender influences migration decisions and experiences, which may help to explain why more females participated in the study (Cebotari et al., 2017). Additionally, Ortiga and Macabasag examined the gendered effects of foreign labor migration on Filipino families left behind (Ortiga and Macabasag, 2019). By illustrating how male and female OFWs influence the roles and well-being of their families, they were able to shed light on the sex distribution depicted in Table 1. These literature reviews support the conclusions in Table 1 and emphasize how crucial it is to consider gender when

discussing OFW labor migration.

The distribution of the marital status of overseas Filipino laborers (OFWs) is depicted in Table 2, which provides a profile of OFWs. 116 of the 203 respondents (57.14%) identified as single, indicating a substantial proportion of youthful or single OFWs. The fact that 32.51 percent of respondents were married suggests that a substantial number of OFWs left their families behind in order to work and support their spouses and children. The table also revealed that 6 respondents (02.96%) reported being widowed, indicating a small percentage of people who lost a spouse while working abroad. In addition, the table revealed that 15 respondents (7.39%) were divorced, possibly as a result of marital difficulties or decisions to live apart while working abroad. It is essential to note that the percentages are based on a sample and may not represent all OFWs accurately. The marital status of OFWs may have a substantial effect on their contentment, job satisfaction, and family relationships.

Table 2: Profile of the Respondents in terms of Marital Status

Marital Status	Frequency Count	Percentage
Single	116	57.14
Married	66	32.51
Separated	15	07.39
Widowed	6	02.96
Total	203	100

Table 3: Profile of the Respondents in terms of Age

Age (in years)	Frequency Count	Percentage
25 and below	16	07.88
26 to 30	97	47.78
31 to 35	33	16.26
36 to 40	46	22.66
41 to 45	11	05.42
Total	203	100

The largest age range among respondents was between 26 and 30 years old, comprising more than half (47.78%) of all respondents. Although the earliest age range of 41 to 45 years old comprised only 5.42 percent of respondents, it was the second-largest age group, comprising 22.66% of respondents. It is essential to understand the age distribution of OFWs because different age groups may have varying motivations, difficulties, and skill levels.

The majority (67.00%) of overseas Filipino workers (OFWs) have worked as OFWs for 1-2 years, according to the profile of OFWs in terms of years of experience, indicating that there are still a considerable number of people who are still learning the ropes. Those who have worked for four to five years make up the second-largest category and account for 24.14% of the respondents. Most OFWs appear to stay overseas for longer periods of time, often between two and ten years or more, as only a small minority (4.43%) have experience as an OFW for less than a year or for more than seven years.

The work descriptions of overseas Filipino workers (OFWs) are detailed

in Table 5. The results show that a significant portion of OFWs (28.08%) work in professions that frequently call for advanced degrees and specialized training, such as those of doctors, engineers, teachers, and IT professionals. Construction workers, electricians, and mechanics are just a few of the skilled jobs that are common among OFWs (19.21%), demonstrating their proficiency in a variety of professions and crafts.

The data also shows that 8.87% of OFWs work in service-related jobs, supporting and helping those in the domestic services, hotel, and caregiving sectors. The majority of respondents (34.98%) work in unskilled occupations that require physical labor or generalist duties, including construction, housework, cleaning, and agriculture. For skill development projects and labor market rules, it is essential to understand the employment patterns and skill levels of OFWs. This provides important insights into the different contributions and responsibilities of OFWs in the global workforce. These results support earlier research and show how common professional, skilled, and service employment is for Filipinos working abroad.

Table 4: Profile of the Respondents in terms of Years of Experience as OFW

Years of Experience	Frequency Count	Percentage
Less than 1 year	9	04.43
1 to 2 years	136	67.00
4 to 5 years	49	24.14
7 years and above	9	04.43
Total	203	100

Table 5: Profile of the Respondents in terms of Job Description

Job Description	Frequency Count	Percentage
Professional	57	28.08
Service	18	08.87
Skilled	39	19.21
Semi-skilled	18	08.87
Unskilled	71	34.98
Total	203	100

4.1 Emotional Capital of Havillah International Manpower Services Incorporated

Table 6: Perception of the Respondents on the Emotional Capital in terms of Self-Awareness

Indicators	\bar{x}	s	Verbal Interpretation
1. I am able to identify my own emotions and understand what triggers them.	3.70	0.47	Strongly Agree
2. I am able to accurately assess my own strengths and weaknesses.	3.66	0.49	Strongly Agree
3. I am able to express my thoughts and feelings in a clear and straightforward manner.	3.66	0.49	Strongly Agree
4. I am able to take constructive feedback and use it to improve myself.	3.68	0.48	Strongly Agree
5. I am able to make decisions that are aligned with my personal values and beliefs.	3.69	0.47	Strongly Agree

Legend: 3.26 – 4.00 Strongly Agree

2.51 – 3.25 Agree

1.76 – 2.50 Disagree

1.00 – 1.75 Strongly Disagree

According to the study's findings, overseas Filipino workers (OFWs) believe they have a high level of self-awareness, which is an essential quality of emotional intelligence (Brackett et al., 2019). Self-awareness, which is identifying and comprehending one's own feelings, ideas, and behaviors, can be quite useful in assisting OFWs in coping with the difficulties and anxieties associated with living and working overseas (Goleman, 2017). They may be better able to control their emotions, make wise judgments, and communicate clearly thanks to this increased emotional capital, which will ultimately benefit their general well-being and success in their overseas employment.

Although the results are based on the respondents' opinions, it is crucial to remember that self-reported measures might be impacted by variables including social desirability bias and cultural variations (Brackett et al., 2019). A further study utilizing objective assessments or other data sources would be good to support these findings and explore other pertinent aspects that affect emotional capital among OFWs. It can be helpful to promote OFWs' emotional well-being and improve their overall experiences while working overseas by having a clear understanding of the role that self-awareness plays in their lives (Goleman, 2017).

Table 7: Perception of the Respondents on the Emotional Capital in terms of Self-Management

Indicators	\bar{x}	s	Verbal Interpretation
1. I am able to manage my time effectively and prioritize my responsibilities.	3.69	0.47	Strongly Agree
2. I am able to remain calm and composed in high-pressure situations	3.70	0.47	Strongly Agree
3. I am able to resist the temptation to engage in harmful or self-destructive behaviors.	3.72	0.46	Strongly Agree
4. I am able to rely on my own skills and abilities to achieve my goals.	3.67	0.48	Strongly Agree
5. I am able to bounce back from setbacks and use them as opportunities for growth.	3.66	0.49	Strongly Agree

According to the study's findings, overseas Filipino workers (OFWs) have a favorable opinion of their emotional capital, especially in terms of self-management. They have complete faith in their capacity to effectively manage their time, maintain composure under duress, deal with difficult circumstances, rely on their abilities, and recover from setbacks. It might be helpful for OFWs to feel emotionally strong and in control as they deal with the responsibilities and tensions of working abroad and managing their personal lives.

Effective self-management abilities are essential for people's well-being, particularly in high-stress circumstances like working overseas (Cangas et al., 2019). These abilities include time management and emotional regulation. The study's findings are consistent with this idea because OFWs strongly agreed that they can successfully manage their time and prioritize their duties. A person's ability to manage themselves in high-stress situations depends on their emotional resilience as well (Salazar et al., 2018). The study shows that OFWs have a strong sense of emotional resilience, which helps them maintain composure under stress and develop effective coping strategies.

According to Table 8's findings, respondents who are overseas Filipino workers (OFWs) strongly concur with each of the five social awareness indicators, demonstrating a high level of emotional intelligence in interpersonal relationships. They have no trouble recognizing and comprehending the feelings of others, demonstrating empathy for people of various origins, adopting various viewpoints, and successfully communicating with others from various cultural contexts. This shows that OFWs have strong social awareness, a vital component of emotional capital that helps them successfully negotiate a variety of social circumstances.

According to the study's findings, overseas Filipino workers (OFWs) have a favorable opinion of their emotional capital, especially in terms of self-management. They have complete faith in their capacity to effectively manage their time, maintain composure under duress, deal with difficult circumstances, rely on their abilities, and recover from setbacks. It might be helpful for OFWs to feel emotionally strong and in control as they deal with the responsibilities and tensions of working abroad and managing their personal lives.

Table 8: Perception of the Respondents on the Emotional Capital in terms of Social Awareness

Indicators	\bar{x}	s	Verbal Interpretation
1. I am able to recognize and understand the emotions of others.	3.69	0.47	Strongly Agree
2. I am able to respond appropriately to the emotions of others in a given situation.	3.69	0.47	Strongly Agree
3. I am able to show compassion and understanding towards those who are different from me.	3.69	0.47	Strongly Agree
4. I am able to put myself in other people's shoes and see things from their perspective.	3.67	0.49	Strongly Agree
5. I am able to communicate effectively with people from diverse backgrounds.	3.68	0.48	Strongly Agree

Table 9: Perception of the Respondents on the Emotional Capital in terms of Social Skills

Indicators	\bar{x}	s	Verbal Interpretation
1. I am able to communicate clearly and effectively with others.	3.68	0.50	Strongly Agree
2. I am able to build and maintain positive relationships with those around me.	3.72	0.46	Strongly Agree
3. I am able to collaborate with others to achieve common goals.	3.71	0.47	Strongly Agree
4. I am able to resolve conflicts in a constructive and respectful manner.	3.63	0.51	Strongly Agree
5. I am able to adapt my communication and behavior to different social situations.	3.65	0.49	Strongly Agree

According to the results shown in Table 9, respondents have a very favourable opinion of overseas Filipino workers (OFWs) emotional capital, especially in terms of their social skills. In all measures of interpersonal relationships, teamwork, conflict resolution, and social adaptability, OFWs received strong support. This resounding affirmation implies that OFWs are thought to have outstanding social skills, which can be helpful for their success in both professional and social settings abroad. The findings in Table 9 highlight the importance of emotional capital in enhancing OFWs' productivity and well-being in their host nations.

Based on the respondents' assessments in Table 9, OFWs display high levels of social skills in their interactions with others, which is consistent with earlier research by (Santos et al., 2018). The study supported the high degree of agreement seen in Table 9 by highlighting effective communication, relationship building, teamwork, conflict resolution, and

adaptability as important social skills among OFWs. This underlines how crucial emotional capital, in particular strong social skills, is to the accomplishments and successful results of OFWs in their undertakings overseas. Further highlighting the need for excellent communication as a crucial social skill for OFWs' success in host nations is the research by (Gomez et al., 2019). Forging and sustaining strong bonds with employers, co-workers, and other people in their host countries, it was determined that effective and clear communication was essential. This finding is consistent with respondents' high ratings of OFWs' communication abilities in Table 9. Successful integration into a variety of social and cultural contexts in host countries necessitates that OFWs adjust their communication styles and behaviour, further highlighting the significance of adaptability as a crucial social skill for OFWs, as indicated by the respondents' "Strongly Agree" rating for the indicator "I am able to adapt my communicative styles and behaviour."

Table 10: Perception of the Respondents on the Emotional Capital in terms of Adaptability

Indicators	\bar{x}	s	Verbal Interpretation
1. I am able to easily adjust to new and different situations.	3.71	0.48	Strongly Agree
2. I am able to remain calm and composed in the face of change and uncertainty.	3.66	0.49	Strongly Agree
3. I am able to find creative solutions to problems in challenging situations.	3.74	0.45	Strongly Agree
4. I am able to learn from my experiences and use that knowledge to improve my future actions.	3.72	0.46	Strongly Agree
5. I am able to work effectively with people from different cultures and backgrounds.	3.7	0.49	Strongly Agree

The results in Table 10 show that respondents had a favorable opinion of overseas Filipino workers (OFWs) in terms of emotional intelligence and adaptability. The majority of responders concur with the signs for adjusting to new situations, being calm during change, coming up with creative ideas, learning from mistakes, and working well with varied groups. According to the respondents' strong agreement, OFWs are seen as very adaptable people, which can be helpful in their roles as OFWs.

Understanding, managing, and controlling one's own emotions as well as those of others are all parts of emotional intelligence, according to Salovey and Mayer and they have a favorable correlation with adaptability (Salovey and Mayer, 2017). This is further supported by Goleman's research, which shows how emotional intelligence is connected to

professional adaptability and empowers people to deal with obstacles and uncertainty—qualities that OFWs frequently encounter (Goleman's, 2018). For people working in multicultural situations, such as OFWs, cross-cultural competency is also essential (Cui and Awa, 2018). Effective communication and understanding with individuals from different cultural origins improves adaptation, enabling people to function well in a variety of circumstances. Additionally, the respondents' impression is supported by the fact that resilience and adaptability are positively correlated, as resilient people are more likely to handle difficulties and remain composed, which enhances adaptability (Luthar et al., 2017). Together, these results show how important emotional intelligence and cross-cultural proficiency are in helping OFWs be more adaptable in their global activities.

4.2 Job Satisfaction of Havillah International Manpower Services Incorporated

Table 11: Perceived Level of Job Satisfaction

Indicators	\bar{x}	s	Verbal Interpretation
1. I can easily adapt to language barriers.	3.64	0.52	Strongly Agree
2. I can easily adjust my workload.	3.68	0.49	Strongly Agree
3. I can easily manage to understand my employer.	3.68	0.52	Strongly Agree
4. My skills are very relevant to my present job.	3.70	0.52	Strongly Agree
5. I am flexible in my job routines and requirements.	3.75	0.47	Strongly Agree
6. I received benefits from government aid to OFW like hospitalization and insurance.	3.42	0.71	Strongly Agree
7. I follow my employer's rules and can easily adapt to changes.	3.67	0.57	Strongly Agree
8. I don't encounter any type of job violence.	1.41	0.81	Strongly Disagree
9. I don't experience discrimination from my co-workers and employers.	1.41	0.79	Strongly Disagree
10. The policies and rules are fair enough for the OFWs.	3.73	0.53	Strongly Agree
11. I feel I am being paid a fair amount for the work I do.	3.75	0.59	Strongly Agree
12. I am not satisfied with the benefits I received.	1.46	0.77	Strongly Disagree
13. I received a salary increase.	3.53	0.74	Strongly Agree
14. I am being paid for my extra work.	3.56	0.61	Strongly Agree
15. My salary was enough to support my family.	3.63	0.61	Strongly Agree

Overseas Filipino Workers (OFWs) generally believe they are capable of overcoming language barriers, adapting to workloads, understanding their employers, effectively using their skills, adapting to job routines, adhering to employer rules, and perceiving fairness in policies and rules for OFWs, according to Table 11's findings. However, as seen by the highly disagreeable indicators relating to benefits, OFWs express unhappiness with the perks they receive. They also believe that workplace violence and discrimination are not common, which may have a beneficial impact on their total job happiness. These findings point out specific areas where OFWs' job happiness is low, and they can offer insightful advice to employers and governments on how to address benefit-related problems and raise overall job satisfaction among OFWs.

For OFWs, overcoming language difficulties can be a considerable difficulty, especially while working overseas in locations with various cultures. The study by Santos confirms the hypothesis that language proficiency and work satisfaction among OFWs are positively correlated (Santos, 2019). Language-challenged OFWs who are able to communicate clearly often have greater job satisfaction. Table 11's findings, which show a high level of agreement with the indicator "I can easily adapt to language barriers" (mean score of 3.64), support this conclusion. Therefore, providing OFWs with support and language training could improve their capacity for communication and workplace adaptation, which would increase their level of job satisfaction.

4.3 Relationship between Emotional Capital and Job Satisfaction of Havillah International Manpower Services Incorporated

Table 12: Test of Relationship between Emotional Capital and Job Satisfaction

Variables	Computed r-value	Critical r-value	Verbal Interpretation
Self-Awareness	0.411	0.138	Significant
Self-Management	0.364		Significant
Social Awareness	0.447		Significant
Social Skills	0.490		Significant
Adaptability	0.507		Significant

Emotional intelligence and job satisfaction are substantially positively correlated among Filipino overseas workers (OFWs), as shown in Table 12. Self-awareness, self-management, social awareness, social abilities, and adaptability have all been linked to greater job satisfaction. These results suggest that enhancing emotional intelligence and emotional management skills may increase OFWs' job satisfaction. Interventions and strategies designed to increase emotional capital may enhance the well-being and productivity of OFWs by improving their overall job satisfaction.

Salami, Bolarinwa, and Adebayo's study of Nigerian healthcare workers discovered a correlation between self-awareness and job satisfaction,

which is consistent with Table 12's findings for OFWs (Salami et al., 2020). Similar to the findings for OFWs, Chen, Kao, and Chiu's research on Taiwanese employees revealed a positive correlation between social skills and job satisfaction (Chen et al., 2018). In addition, Santos and Villanueva's research on migrant workers in the UAE found that emotional capital had a significant impact on job satisfaction, particularly in terms of self-management and adaptability, which is consistent with Table 12's findings for OFWs (Santos and Villanueva's, 2019). These cross-cultural comparisons lend credence to the notion that emotional capital is crucial for determining job satisfaction and emotional well-being, not only for OFWs but also for employees in many other contexts around the globe.

Table 13: Proposed Sustainability Strategy For OFW

Areas of Concern	Significant Results of the Study	Sustainability Strategies	Objectives (SMART)	Proposed Activities	Impact on OFWs (Benefits)
Financial Sustainability	Improved financial stability and resilience	1. Diversification of income sources 2. Savings and investment programs 3. Financial literacy programs	Specific: Strengthen community-based networks and partnerships for financial sustainability. Measurable: Establish at least two partnerships with local financial institutions or other relevant stakeholders within the first six months of the program. Achievable: Identify potential partners, initiate discussions and negotiations, and formalize partnerships through signed agreements or MOUs to leverage resources, expertise, and support for program implementation. Relevant: Build mutually beneficial collaborations with local stakeholders to enhance the financial sustainability of the program and promote its long-term impact. Time-bound: Establish at least two partnerships within the first six months of the program's implementation.	1. Identify and implement alternative income sources 2. Establish savings and investment programs 3. Conduct financial literacy workshops	1. Increased financial stability and resilience for OFWs 2. Reduced dependence on remittances
Livelihood Program	Enhanced opportunities for sustainable livelihoods	1. Skills training and capacity-building programs 2. Access to credit and capital 3. Market linkages and business development support	Specific: Foster entrepreneurship and business development among program beneficiaries. Measurable: Launch at least 10 new micro-enterprises initiated by program beneficiaries within the first year of the program. Achievable: Provide entrepreneurship training, mentorship, and access to micro-loans or grants for program beneficiaries to start their own businesses, and provide ongoing support through regular monitoring and business coaching. Relevant: Promote entrepreneurship as a means to create sustainable livelihoods, generate income, and stimulate local economic growth. Time-bound: Launch at least 10 new micro-enterprises within the first year of the program's implementation.	1. Provide skills training and capacity-building programs 2. Facilitate access to credit and capital 3. Establish market linkages and business development support systems	1. Improved livelihood opportunities for OFWs and their families 2. Increased income generation

The recommended sustainability strategy for Overseas Filipino Workers (OFWs) addresses the critical issues of financial sustainability and livelihood measures, as determined by the study's findings. The policy seeks to reduce OFWs' reliance on remittances and enhance their overall financial stability and resilience by diversifying their income sources, implementing savings and investment plans, and promoting financial literacy. It is hoped that OFWs will be better equipped to make prudent financial decisions and enhance their long-term financial well-being by establishing relationships with financial institutions, exploring new sources of income, and holding financial literacy courses. In addition to financial sustainability, the plan emphasizes livelihood initiatives that emphasize capacity building, talent development, access to finance, market connections, and company development support. The strategy seeks to improve the living conditions of OFWs and their families by encouraging them to start their own businesses and microenterprises and providing ongoing assistance through monitoring and coaching.

6. CONCLUSIONS

The study highlights the importance of emotional capital in enhancing the job satisfaction of OFWs. It demonstrates that emotional capital and job satisfaction at Havillah International Manpower Services, Inc. are positively related. The study emphasizes the importance of incorporating emotional intelligence training into business profitability objectives in order to improve the general well-being and job performance of overseas foreign workers. In light of the findings of the study, it is recommended that a program to support the financial security and general well-being of OFWs be developed. A livelihood component tailored to the needs of OFWs must be included in the program, providing training in financial literacy, the development of business skills, and access to resources for launching their own businesses. Moreover, partnerships with financial institutions, ongoing mentoring, monitoring, and evaluation of the program's performance are indispensable. By fostering local community collaborations and promoting income diversification, OFWs can become more financially resilient. The long-term effects of emotional intelligence training on job satisfaction and general well-being may be the subject of future study. The research provides insightful information regarding the emotional capital and profile of OFWs. Afin d'améliorer leurs conditions de travail et leurs systèmes de soutien, il serait utile d'examiner les specific challenges faced by various subgroups of OFWs and the efficacy of specialized interventions. Possible limitations include the sample size, the representativeness of the data, and the study's reliance on self-reported data. It is essential to acknowledge the dynamic nature of the OFW population as well as potential future labor market and demographic shifts. In order to provide a more comprehensive understanding of the experience of OFWs, further research should take these limitations into consideration and endeavor to overcome them.

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